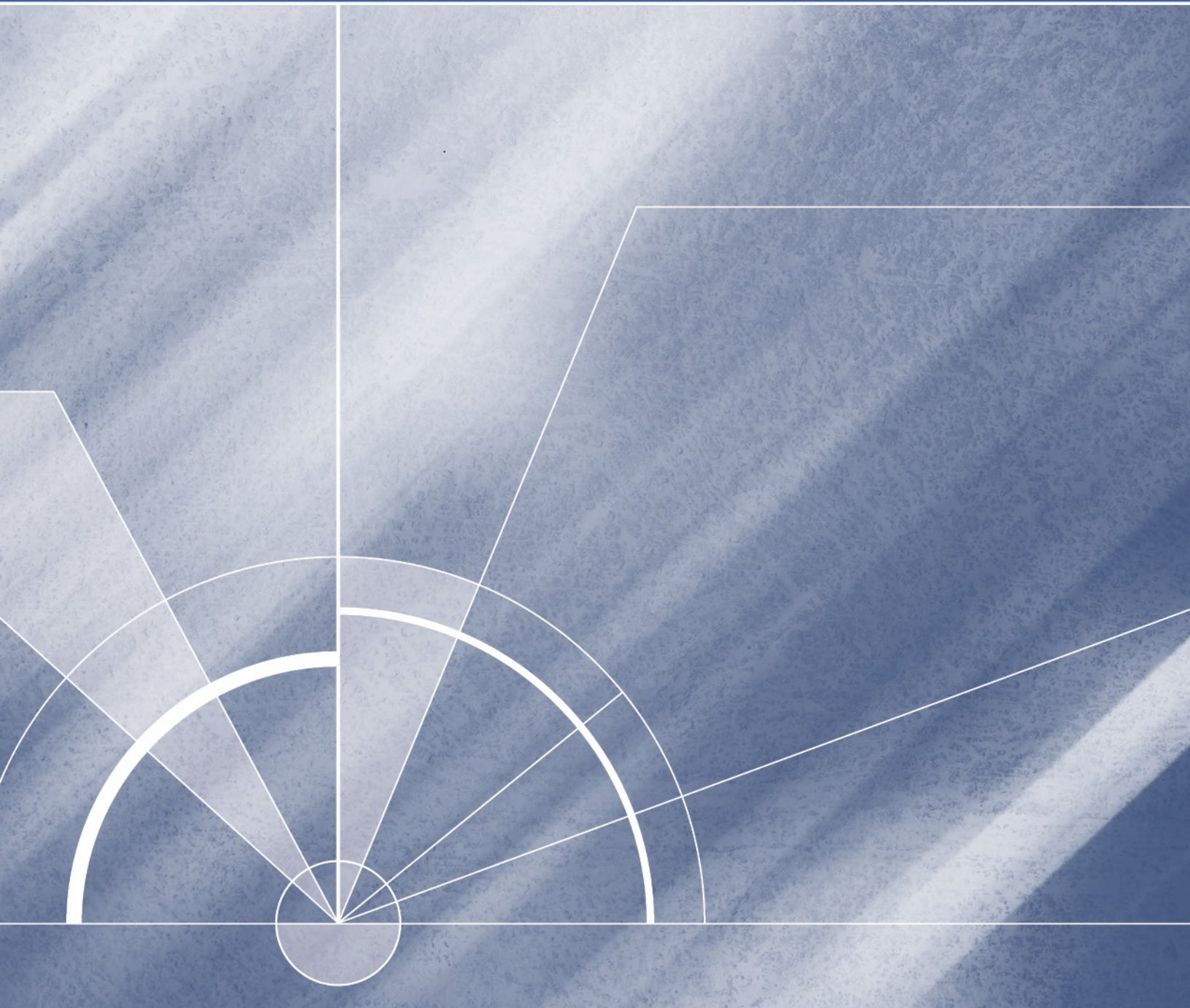


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Agency Specific
Item Response
Comparisons

General Services Administration
Work Location Report





General Services Administration Work Location Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your department or agency.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
ABROAD	12
DC	2,308
Region 1	228
Region 2	405
Region 3	601
Region 4	739
Region 5	685
Region 6	477
Region 7	726
Region 8	371
Region 9	643
Region 10	330

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of page 1. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any row in the Response Summary table (above) that had fewer than 10 completed surveys.

General Services Administration

Work Location Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,514	75.6%	12.6%	11.8%
ABROAD	12	56.4%	17.5%	26.1%
DC	2,305	73.8%	12.6%	13.5%
Region 1	227	73.7%	19.1%	7.3%
Region 2	403	76.3%	13.6%	10.1%
Region 3	601	78.3%	11.6%	10.1%
Region 4	737	72.9%	10.6%	16.5%
Region 5	684	78.4%	14.5%	7.1%
Region 6	477	77.5%	12.6%	10.0%
Region 7	725	78.2%	11.3%	10.5%
Region 8	370	81.5%	9.5%	9.0%
Region 9	643	76.5%	12.3%	11.1%
Region 10	329	70.3%	15.2%	14.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,476	76.2%	12.6%	11.3%
ABROAD	12	84.0%	7.9%	8.1%
DC	2,288	74.6%	12.2%	13.1%
Region 1	226	73.7%	14.7%	11.6%
Region 2	403	76.0%	13.9%	10.2%
Region 3	599	80.6%	10.9%	8.5%
Region 4	734	72.8%	10.9%	16.3%
Region 5	679	78.0%	14.3%	7.6%
Region 6	474	78.3%	14.0%	7.7%
Region 7	723	78.6%	12.2%	9.2%
Region 8	371	83.2%	9.5%	7.3%
Region 9	640	77.4%	13.2%	9.4%
Region 10	326	67.1%	16.9%	16.0%

General Services Administration

Work Location Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,438	71.2%	14.1%	14.8%
ABROAD	12	58.3%	18.6%	23.1%
DC	2,279	71.7%	12.7%	15.6%
Region 1	224	65.0%	19.5%	15.5%
Region 2	398	70.4%	18.1%	11.5%
Region 3	598	73.6%	12.9%	13.5%
Region 4	728	66.8%	13.3%	19.9%
Region 5	677	67.7%	19.7%	12.5%
Region 6	471	73.2%	11.4%	15.4%
Region 7	722	73.9%	13.3%	12.8%
Region 8	368	81.0%	9.4%	9.7%
Region 9	635	71.7%	14.4%	13.9%
Region 10	325	64.8%	18.5%	16.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,478	76.5%	13.7%	9.8%
ABROAD	12	73.9%	10.2%	16.0%
DC	2,288	74.6%	13.9%	11.5%
Region 1	224	79.6%	12.3%	8.1%
Region 2	403	78.3%	12.8%	8.9%
Region 3	600	77.3%	13.9%	8.7%
Region 4	733	73.7%	14.4%	11.8%
Region 5	683	75.1%	17.0%	7.9%
Region 6	474	80.3%	12.7%	7.0%
Region 7	723	79.4%	12.3%	8.4%
Region 8	371	82.2%	10.3%	7.5%
Region 9	639	78.9%	12.8%	8.3%
Region 10	327	71.7%	14.9%	13.4%

General Services Administration

Work Location Report

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,442	82.8%	11.8%	5.4%
ABROAD	12	100.0%	0.0%	0.0%
DC	2,279	80.6%	12.6%	6.8%
Region 1	222	80.3%	15.5%	4.2%
Region 2	399	86.7%	8.2%	5.0%
Region 3	597	83.7%	11.3%	4.9%
Region 4	731	81.7%	12.0%	6.3%
Region 5	678	81.8%	12.4%	5.8%
Region 6	472	85.2%	11.6%	3.3%
Region 7	719	88.3%	7.6%	4.1%
Region 8	370	86.3%	9.8%	3.9%
Region 9	636	81.6%	14.4%	3.9%
Region 10	327	82.8%	12.6%	4.5%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,425	83.0%	9.8%	7.2%
ABROAD	12	84.0%	7.9%	8.1%
DC	2,272	81.3%	10.2%	8.5%
Region 1	223	81.1%	8.8%	10.2%
Region 2	398	86.3%	8.2%	5.5%
Region 3	592	84.9%	9.7%	5.4%
Region 4	731	78.5%	11.7%	9.8%
Region 5	676	85.7%	9.4%	4.8%
Region 6	474	86.3%	9.5%	4.3%
Region 7	722	86.5%	7.8%	5.7%
Region 8	368	87.4%	6.8%	5.8%
Region 9	632	84.1%	9.2%	6.7%
Region 10	324	75.7%	14.2%	10.1%

General Services Administration

Work Location Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,477	96.3%	2.3%	1.3%
ABROAD	12	100.0%	0.0%	0.0%
DC	2,296	96.5%	2.1%	1.4%
Region 1	224	96.9%	1.8%	1.2%
Region 2	399	96.7%	2.3%	1.0%
Region 3	601	97.3%	1.6%	1.1%
Region 4	730	95.9%	2.7%	1.4%
Region 5	684	95.8%	3.6%	0.6%
Region 6	473	97.4%	1.5%	1.1%
Region 7	724	96.6%	2.2%	1.2%
Region 8	371	96.9%	1.7%	1.4%
Region 9	636	94.0%	3.5%	2.5%
Region 10	326	96.2%	2.8%	1.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,476	92.1%	6.6%	1.3%
ABROAD	12	92.1%	7.9%	0.0%
DC	2,286	91.5%	7.6%	0.9%
Region 1	227	92.5%	6.6%	0.9%
Region 2	400	92.9%	6.3%	0.7%
Region 3	599	92.7%	6.4%	0.9%
Region 4	736	93.7%	4.7%	1.6%
Region 5	681	90.8%	7.2%	1.9%
Region 6	476	92.4%	6.4%	1.3%
Region 7	723	93.1%	5.4%	1.5%
Region 8	368	93.8%	4.0%	2.3%
Region 9	638	90.8%	7.3%	1.9%
Region 10	329	92.1%	7.3%	0.6%

General Services Administration

Work Location Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,492	59.0%	15.3%	25.7%	15
ABROAD	12	41.1%	43.7%	15.2%	0
DC	2,294	56.2%	15.3%	28.5%	7
Region 1	228	57.9%	12.7%	29.4%	0
Region 2	403	58.4%	17.6%	24.1%	0
Region 3	599	64.1%	15.7%	20.2%	1
Region 4	734	54.1%	11.6%	34.3%	2
Region 5	679	62.3%	15.3%	22.3%	3
Region 6	477	59.7%	16.7%	23.5%	0
Region 7	724	67.0%	13.8%	19.2%	1
Region 8	370	69.8%	13.1%	17.2%	0
Region 9	641	60.3%	18.7%	21.0%	1
Region 10	330	46.6%	17.2%	36.1%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,471	65.9%	14.3%	19.8%	14
ABROAD	12	58.2%	17.1%	24.7%	0
DC	2,287	65.6%	15.4%	19.0%	6
Region 1	225	61.9%	15.0%	23.1%	1
Region 2	399	63.8%	14.1%	22.1%	1
Region 3	596	71.3%	11.7%	17.0%	1
Region 4	736	60.0%	11.7%	28.3%	0
Region 5	679	62.9%	15.8%	21.4%	2
Region 6	476	64.9%	15.9%	19.1%	0
Region 7	722	72.6%	12.6%	14.8%	0
Region 8	371	76.9%	11.0%	12.1%	0
Region 9	639	68.7%	16.0%	15.3%	2
Region 10	328	52.1%	15.6%	32.3%	1

General Services Administration

Work Location Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,366	68.0%	14.6%	17.4%	23
ABROAD	12	73.9%	18.1%	8.1%	0
DC	2,254	65.6%	14.0%	20.4%	7
Region 1	223	70.3%	12.9%	16.8%	1
Region 2	401	68.7%	15.2%	16.1%	0
Region 3	593	71.9%	13.7%	14.4%	0
Region 4	722	65.0%	14.3%	20.8%	2
Region 5	669	66.6%	18.2%	15.2%	1
Region 6	465	69.7%	14.1%	16.2%	2
Region 7	713	72.2%	14.6%	13.2%	2
Region 8	369	75.9%	10.9%	13.2%	1
Region 9	627	71.0%	15.4%	13.6%	5
Region 10	317	60.7%	18.8%	20.5%	2

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,451	87.0%	8.3%	4.7%	23
ABROAD	12	100.0%	0.0%	0.0%	0
DC	2,279	85.7%	8.6%	5.7%	10
Region 1	226	84.7%	9.6%	5.7%	1
Region 2	402	87.8%	7.5%	4.6%	1
Region 3	598	88.3%	8.0%	3.7%	1
Region 4	732	87.6%	7.7%	4.8%	0
Region 5	679	86.5%	10.1%	3.4%	1
Region 6	473	87.6%	8.0%	4.4%	1
Region 7	720	88.0%	7.9%	4.1%	2
Region 8	365	91.5%	4.9%	3.7%	2
Region 9	637	87.9%	7.9%	4.1%	3
Region 10	327	85.6%	10.0%	4.5%	1

General Services Administration

Work Location Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,420	90.0%	7.1%	2.9%	11
ABROAD	11	100.0%	0.0%	0.0%	0
DC	2,265	89.8%	6.9%	3.2%	5
Region 1	224	86.3%	9.1%	4.6%	1
Region 2	397	89.0%	6.6%	4.4%	0
Region 3	593	89.9%	8.1%	2.0%	0
Region 4	728	90.8%	5.7%	3.5%	0
Region 5	680	88.7%	9.0%	2.2%	0
Region 6	474	91.1%	6.5%	2.4%	0
Region 7	718	90.8%	6.6%	2.5%	0
Region 8	365	91.6%	6.7%	1.8%	1
Region 9	637	90.2%	7.3%	2.5%	4
Region 10	327	90.1%	7.0%	3.0%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,448	73.4%	11.9%	14.7%	37
ABROAD	11	80.1%	19.9%	0.0%	0
DC	2,285	63.6%	14.4%	22.0%	8
Region 1	227	77.6%	10.6%	11.8%	1
Region 2	403	76.7%	10.7%	12.6%	1
Region 3	594	78.8%	9.8%	11.5%	5
Region 4	730	76.8%	10.4%	12.8%	6
Region 5	677	79.2%	10.8%	10.0%	3
Region 6	471	83.5%	9.9%	6.6%	2
Region 7	713	84.4%	9.9%	5.6%	5
Region 8	370	76.4%	9.5%	14.2%	1
Region 9	637	77.8%	10.5%	11.7%	4
Region 10	329	66.0%	16.5%	17.5%	1

General Services Administration

Work Location Report

My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,356	75.2%	13.3%	11.5%	136
ABROAD	11	73.8%	8.6%	17.6%	0
DC	2,247	73.9%	12.9%	13.2%	49
Region 1	222	75.3%	13.5%	11.2%	6
Region 2	396	77.3%	11.7%	11.0%	7
Region 3	588	76.2%	13.7%	10.1%	10
Region 4	726	68.6%	13.5%	17.9%	10
Region 5	672	77.8%	15.5%	6.8%	8
Region 6	476	78.7%	12.8%	8.5%	1
Region 7	706	78.4%	13.8%	7.8%	15
Region 8	366	83.2%	10.0%	6.8%	4
Region 9	627	74.5%	13.8%	11.7%	15
Region 10	318	72.1%	16.2%	11.7%	11

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,440	89.1%	8.1%	2.7%	21
ABROAD	11	73.8%	26.2%	0.0%	0
DC	2,280	88.5%	8.2%	3.3%	7
Region 1	225	86.2%	8.0%	5.8%	1
Region 2	398	88.3%	8.9%	2.8%	1
Region 3	594	88.6%	9.9%	1.4%	1
Region 4	737	90.0%	7.2%	2.8%	1
Region 5	672	89.6%	8.3%	2.1%	2
Region 6	475	88.7%	7.9%	3.3%	0
Region 7	720	93.5%	5.4%	1.1%	1
Region 8	368	88.9%	8.0%	3.0%	0
Region 9	636	88.9%	8.3%	2.7%	4
Region 10	323	87.2%	11.0%	1.9%	3

General Services Administration

Work Location Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,211	73.3%	14.9%	11.9%	273
ABROAD	11	82.4%	0.0%	17.6%	0
DC	2,196	69.8%	16.0%	14.2%	97
Region 1	217	75.1%	11.9%	13.0%	10
Region 2	391	70.1%	18.0%	11.9%	12
Region 3	576	78.2%	13.8%	8.0%	21
Region 4	704	71.6%	12.9%	15.4%	31
Region 5	655	78.6%	14.3%	7.1%	26
Region 6	461	76.0%	13.5%	10.6%	15
Region 7	701	76.9%	14.7%	8.4%	19
Region 8	358	79.2%	11.8%	9.1%	11
Region 9	623	72.6%	16.1%	11.3%	19
Region 10	317	70.3%	15.4%	14.4%	12

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,435	68.5%	17.1%	14.3%	36
ABROAD	11	53.9%	9.3%	36.8%	0
DC	2,276	65.1%	17.9%	17.1%	12
Region 1	226	70.5%	17.4%	12.1%	0
Region 2	399	67.8%	20.7%	11.5%	1
Region 3	593	74.6%	14.2%	11.2%	5
Region 4	733	66.6%	15.9%	17.5%	5
Region 5	677	70.5%	18.2%	11.4%	1
Region 6	470	76.8%	14.6%	8.7%	0
Region 7	721	72.8%	15.9%	11.4%	3
Region 8	368	74.5%	14.3%	11.1%	1
Region 9	632	66.4%	17.9%	15.6%	6
Region 10	328	63.0%	20.9%	16.1%	2

General Services Administration

Work Location Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,322	74.2%	12.8%	13.0%	193
ABROAD	12	76.9%	7.9%	15.3%	0
DC	2,238	71.4%	13.4%	15.2%	66
Region 1	222	70.5%	14.1%	15.4%	6
Region 2	395	73.5%	14.4%	12.1%	8
Region 3	572	75.9%	13.6%	10.5%	27
Region 4	724	75.0%	10.5%	14.4%	14
Region 5	673	78.0%	12.4%	9.5%	12
Region 6	470	78.0%	11.3%	10.8%	7
Region 7	712	79.6%	10.0%	10.4%	13
Region 8	364	75.6%	10.9%	13.4%	6
Region 9	620	73.3%	15.7%	11.0%	23
Region 10	319	70.6%	14.7%	14.7%	11

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,511	83.5%	9.6%	7.0%
ABROAD	12	83.5%	16.5%	0.0%
DC	2,306	82.1%	10.0%	7.9%
Region 1	228	82.4%	9.1%	8.6%
Region 2	404	79.6%	12.2%	8.2%
Region 3	600	86.0%	10.3%	3.7%
Region 4	738	82.2%	8.2%	9.6%
Region 5	684	85.8%	7.4%	6.8%
Region 6	477	83.0%	10.5%	6.4%
Region 7	721	85.6%	9.4%	5.1%
Region 8	371	87.8%	6.4%	5.7%
Region 9	639	84.6%	10.1%	5.3%
Region 10	330	82.4%	10.6%	7.0%

General Services Administration

Work Location Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,245	50.6%	24.1%	25.3%	266
ABROAD	12	41.5%	42.0%	16.5%	0
DC	2,226	46.2%	24.2%	29.6%	79
Region 1	220	52.1%	24.4%	23.6%	8
Region 2	388	49.2%	27.4%	23.4%	15
Region 3	568	56.7%	22.4%	20.9%	30
Region 4	706	52.3%	19.8%	27.9%	31
Region 5	657	52.2%	30.4%	17.5%	26
Region 6	462	50.8%	22.2%	27.0%	13
Region 7	702	58.4%	22.9%	18.7%	24
Region 8	362	58.1%	22.1%	19.9%	9
Region 9	623	50.9%	24.9%	24.3%	20
Region 10	318	42.6%	24.1%	33.3%	11

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,969	47.1%	27.8%	25.2%	518
ABROAD	11	37.3%	53.9%	8.8%	1
DC	2,120	45.9%	27.5%	26.6%	173
Region 1	204	47.7%	27.3%	24.9%	22
Region 2	385	46.6%	29.8%	23.6%	19
Region 3	558	51.6%	25.3%	23.2%	39
Region 4	683	43.7%	24.3%	32.0%	55
Region 5	636	45.7%	30.6%	23.7%	47
Region 6	457	47.6%	28.8%	23.6%	19
Region 7	671	50.5%	29.1%	20.4%	52
Region 8	349	53.1%	25.1%	21.8%	19
Region 9	592	49.7%	28.9%	21.4%	49
Region 10	302	38.7%	29.7%	31.6%	23

General Services Administration

Work Location Report

My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,598	43.6%	29.9%	26.5%	886
ABROAD	10	32.2%	48.4%	19.4%	2
DC	2,001	41.5%	29.2%	29.3%	291
Region 1	187	44.7%	28.7%	26.6%	40
Region 2	364	39.2%	33.1%	27.7%	41
Region 3	517	45.0%	31.4%	23.6%	83
Region 4	646	42.0%	29.3%	28.7%	86
Region 5	616	42.7%	32.8%	24.5%	66
Region 6	433	43.5%	31.1%	25.4%	44
Region 7	637	48.4%	30.8%	20.8%	85
Region 8	324	49.5%	27.2%	23.3%	42
Region 9	568	50.2%	23.6%	26.1%	73
Region 10	294	38.9%	35.0%	26.1%	33

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,058	48.5%	27.5%	24.1%	443
ABROAD	10	50.3%	30.3%	19.4%	1
DC	2,177	46.2%	26.5%	27.4%	124
Region 1	204	43.7%	29.8%	26.5%	23
Region 2	383	49.3%	31.4%	19.3%	21
Region 3	556	49.3%	27.7%	23.0%	45
Region 4	677	46.0%	27.0%	27.0%	58
Region 5	655	49.0%	29.9%	21.1%	27
Region 6	457	50.5%	27.8%	21.7%	20
Region 7	677	54.5%	27.1%	18.5%	47
Region 8	345	58.9%	22.7%	18.4%	23
Region 9	606	50.1%	27.5%	22.4%	36
Region 10	310	41.7%	30.1%	28.2%	18

General Services Administration

Work Location Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,921	53.1%	25.6%	21.3%	558
ABROAD	11	54.4%	28.4%	17.2%	1
DC	2,122	51.9%	25.0%	23.1%	170
Region 1	191	47.1%	29.9%	23.0%	36
Region 2	373	56.0%	25.1%	18.9%	28
Region 3	542	50.8%	25.4%	23.8%	55
Region 4	683	52.1%	23.2%	24.7%	52
Region 5	634	53.5%	27.3%	19.2%	50
Region 6	456	55.4%	27.5%	17.1%	21
Region 7	678	57.1%	26.3%	16.6%	45
Region 8	340	57.8%	23.7%	18.4%	29
Region 9	588	55.9%	24.6%	19.5%	48
Region 10	302	45.9%	30.8%	23.3%	23

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,459	84.0%	9.0%	7.0%	28
ABROAD	12	68.4%	15.3%	16.3%	0
DC	2,280	80.4%	10.6%	8.9%	9
Region 1	223	90.0%	5.1%	4.9%	4
Region 2	398	81.4%	10.8%	7.8%	2
Region 3	597	86.9%	7.3%	5.8%	4
Region 4	733	84.4%	8.7%	7.0%	3
Region 5	683	88.2%	6.7%	5.1%	1
Region 6	474	84.7%	7.7%	7.6%	2
Region 7	720	88.6%	7.9%	3.6%	2
Region 8	368	87.5%	8.1%	4.4%	0
Region 9	640	84.3%	9.4%	6.3%	1
Region 10	330	83.1%	9.0%	7.9%	0

General Services Administration

Work Location Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,231	67.9%	22.0%	10.1%	272
ABROAD	12	60.7%	23.4%	16.0%	0
DC	2,199	64.4%	23.5%	12.1%	96
Region 1	218	65.4%	27.7%	6.9%	10
Region 2	385	71.4%	20.4%	8.2%	19
Region 3	573	70.2%	20.5%	9.3%	26
Region 4	709	66.7%	20.3%	13.0%	29
Region 5	663	69.4%	23.5%	7.1%	22
Region 6	463	70.3%	18.7%	11.0%	13
Region 7	699	71.3%	21.7%	7.0%	24
Region 8	362	74.7%	18.4%	6.9%	9
Region 9	623	71.0%	21.0%	8.0%	18
Region 10	324	64.1%	22.9%	13.0%	6

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,512	89.5%	8.9%	1.6%
ABROAD	12	84.0%	16.0%	0.0%
DC	2,304	88.1%	10.1%	1.9%
Region 1	228	90.4%	8.7%	0.9%
Region 2	403	90.4%	8.0%	1.6%
Region 3	601	92.3%	6.6%	1.1%
Region 4	736	87.7%	9.3%	3.0%
Region 5	685	91.8%	7.4%	0.8%
Region 6	475	91.6%	8.0%	0.5%
Region 7	725	91.9%	7.5%	0.6%
Region 8	370	91.4%	7.0%	1.5%
Region 9	643	88.4%	10.1%	1.6%
Region 10	329	86.8%	10.2%	3.0%

General Services Administration

Work Location Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,322	76.7%	14.0%	9.4%	98
ABROAD	12	68.5%	24.4%	7.1%	0
DC	2,230	73.2%	15.2%	11.6%	40
Region 1	224	75.7%	15.9%	8.4%	1
Region 2	389	76.7%	14.5%	8.8%	3
Region 3	589	82.4%	10.4%	7.2%	6
Region 4	713	75.5%	12.5%	12.1%	13
Region 5	671	79.8%	14.6%	5.6%	5
Region 6	463	82.4%	11.3%	6.3%	7
Region 7	716	81.3%	11.8%	6.9%	6
Region 8	365	82.2%	10.6%	7.2%	4
Region 9	627	77.3%	13.8%	8.9%	8
Region 10	322	65.3%	23.1%	11.7%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,263	58.8%	21.5%	19.6%	161
ABROAD	12	58.3%	18.6%	23.1%	0
DC	2,208	56.6%	22.2%	21.2%	64
Region 1	217	55.7%	23.3%	21.0%	8
Region 2	388	56.7%	26.3%	17.0%	7
Region 3	584	62.6%	21.0%	16.4%	12
Region 4	709	53.4%	19.9%	26.7%	18
Region 5	665	59.7%	24.0%	16.3%	13
Region 6	463	59.0%	21.8%	19.1%	5
Region 7	711	63.8%	19.5%	16.7%	9
Region 8	365	76.9%	11.8%	11.3%	3
Region 9	618	62.2%	23.0%	14.8%	16
Region 10	322	46.9%	21.4%	31.7%	6

General Services Administration

Work Location Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,281	62.3%	21.1%	16.5%	132
ABROAD	12	61.3%	31.6%	7.1%	0
DC	2,224	59.8%	21.2%	19.0%	42
Region 1	215	57.5%	21.6%	20.9%	9
Region 2	387	63.4%	21.9%	14.7%	7
Region 3	581	66.3%	18.5%	15.1%	12
Region 4	716	59.9%	20.0%	20.1%	11
Region 5	667	62.2%	24.8%	13.0%	12
Region 6	464	67.2%	18.9%	14.0%	3
Region 7	709	66.1%	21.8%	12.2%	12
Region 8	363	77.0%	13.4%	9.6%	4
Region 9	622	62.7%	21.9%	15.5%	13
Region 10	320	51.5%	27.5%	21.0%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,165	54.4%	25.1%	20.5%	218
ABROAD	11	47.0%	27.4%	25.6%	1
DC	2,181	53.5%	24.2%	22.2%	74
Region 1	214	44.7%	28.1%	27.2%	10
Region 2	384	55.1%	26.6%	18.2%	11
Region 3	570	57.1%	25.6%	17.3%	20
Region 4	705	50.1%	23.9%	26.0%	18
Region 5	660	50.6%	30.8%	18.6%	17
Region 6	461	59.1%	22.5%	18.4%	8
Region 7	693	58.6%	25.5%	15.9%	21
Region 8	355	70.6%	15.7%	13.6%	11
Region 9	609	55.5%	26.1%	18.3%	21
Region 10	321	44.5%	28.9%	26.6%	6

General Services Administration

Work Location Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,813	31.3%	31.7%	37.0%	551
ABROAD	10	19.5%	40.5%	40.1%	2
DC	2,047	32.4%	32.0%	35.6%	197
Region 1	205	25.7%	37.0%	37.4%	18
Region 2	364	29.3%	31.5%	39.2%	29
Region 3	545	28.7%	31.8%	39.5%	44
Region 4	662	32.4%	28.7%	38.8%	59
Region 5	647	27.5%	31.4%	41.1%	33
Region 6	439	28.9%	34.3%	36.8%	24
Region 7	667	37.4%	32.3%	30.3%	47
Region 8	343	35.5%	29.4%	35.2%	24
Region 9	581	32.2%	31.0%	36.8%	54
Region 10	303	22.3%	32.5%	45.2%	20

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,806	65.0%	24.0%	11.0%	594
ABROAD	<10	--	--	--	<10
DC	2,079	63.0%	24.5%	12.5%	186
Region 1	197	57.2%	33.3%	9.5%	28
Region 2	371	62.0%	23.5%	14.5%	24
Region 3	540	64.3%	26.8%	8.9%	50
Region 4	670	67.3%	21.1%	11.6%	54
Region 5	625	64.3%	26.0%	9.8%	50
Region 6	427	66.3%	23.4%	10.3%	38
Region 7	677	72.8%	19.4%	7.8%	43
Region 8	339	76.3%	17.9%	5.8%	26
Region 9	573	64.7%	23.8%	11.5%	64
Region 10	299	54.8%	31.5%	13.6%	27

General Services Administration

Work Location Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,242	84.3%	10.9%	4.8%	157
ABROAD	12	85.0%	15.0%	0.0%	0
DC	2,216	78.0%	14.4%	7.6%	53
Region 1	221	88.9%	8.4%	2.7%	4
Region 2	383	83.8%	12.3%	3.9%	9
Region 3	576	86.9%	9.4%	3.7%	17
Region 4	703	84.9%	8.2%	6.9%	21
Region 5	668	90.0%	7.9%	2.1%	9
Region 6	460	88.4%	8.3%	3.3%	7
Region 7	707	90.1%	8.3%	1.5%	11
Region 8	364	92.9%	5.6%	1.5%	3
Region 9	614	87.2%	9.8%	3.0%	17
Region 10	318	81.0%	15.1%	3.8%	6

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,295	82.4%	11.6%	6.0%	92
ABROAD	12	84.2%	7.7%	8.1%	0
DC	2,220	76.7%	15.1%	8.2%	38
Region 1	223	87.8%	8.8%	3.3%	1
Region 2	387	88.5%	7.1%	4.4%	3
Region 3	583	86.6%	8.7%	4.7%	6
Region 4	713	81.2%	11.2%	7.6%	13
Region 5	671	84.0%	10.7%	5.3%	3
Region 6	462	89.7%	7.0%	3.3%	3
Region 7	711	87.4%	9.1%	3.4%	8
Region 8	367	88.8%	7.5%	3.7%	1
Region 9	621	81.2%	13.2%	5.6%	15
Region 10	324	83.8%	11.4%	4.8%	1

General Services Administration

Work Location Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,925	66.0%	20.1%	13.9%	469
ABROAD	11	62.5%	20.2%	17.3%	1
DC	2,089	63.1%	21.0%	15.9%	171
Region 1	214	64.4%	18.1%	17.5%	11
Region 2	370	64.0%	22.4%	13.6%	26
Region 3	554	65.7%	22.0%	12.3%	36
Region 4	673	63.9%	20.3%	15.8%	50
Region 5	634	70.0%	22.0%	8.0%	41
Region 6	446	68.2%	18.2%	13.6%	21
Region 7	684	72.0%	17.8%	10.2%	37
Region 8	350	71.8%	16.0%	12.2%	17
Region 9	591	70.9%	16.5%	12.6%	42
Region 10	308	57.4%	22.7%	19.9%	16

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,783	75.8%	16.3%	7.9%	591
ABROAD	10	90.4%	0.0%	9.6%	2
DC	2,043	73.5%	17.1%	9.4%	203
Region 1	211	74.8%	18.5%	6.7%	12
Region 2	363	71.6%	18.7%	9.6%	32
Region 3	531	77.5%	16.5%	6.0%	57
Region 4	662	72.8%	18.3%	8.9%	61
Region 5	619	81.3%	14.2%	4.5%	55
Region 6	440	78.1%	13.4%	8.5%	28
Region 7	674	79.9%	15.2%	5.0%	47
Region 8	339	80.1%	13.9%	6.0%	28
Region 9	586	78.2%	13.6%	8.2%	47
Region 10	304	69.9%	20.1%	10.0%	19

General Services Administration

Work Location Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,313	83.4%	12.1%	4.5%	104
ABROAD	12	84.8%	8.1%	7.1%	0
DC	2,228	81.0%	13.9%	5.1%	42
Region 1	221	82.6%	12.5%	4.9%	2
Region 2	390	82.6%	12.7%	4.6%	5
Region 3	583	88.9%	9.0%	2.1%	10
Region 4	722	80.7%	11.4%	7.9%	6
Region 5	671	87.5%	10.4%	2.1%	6
Region 6	464	83.4%	12.2%	4.4%	3
Region 7	714	86.2%	10.6%	3.2%	5
Region 8	364	89.5%	8.1%	2.4%	5
Region 9	622	83.7%	12.2%	4.0%	15
Region 10	321	77.9%	15.9%	6.2%	5

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,404	77.9%	14.6%	7.5%
ABROAD	12	84.0%	7.9%	8.1%
DC	2,262	73.6%	16.7%	9.7%
Region 1	224	77.5%	15.0%	7.5%
Region 2	395	80.9%	13.6%	5.5%
Region 3	592	83.3%	10.8%	5.9%
Region 4	727	74.6%	14.0%	11.3%
Region 5	677	83.2%	13.7%	3.1%
Region 6	467	82.1%	13.5%	4.3%
Region 7	718	82.6%	12.8%	4.6%
Region 8	367	85.8%	9.4%	4.8%
Region 9	635	78.3%	15.4%	6.2%
Region 10	327	69.0%	18.0%	13.0%

General Services Administration

Work Location Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,098	56.8%	22.9%	20.2%	335
ABROAD	12	42.1%	49.5%	8.4%	0
DC	2,156	56.1%	22.5%	21.4%	117
Region 1	216	48.1%	28.6%	23.3%	9
Region 2	379	62.5%	21.6%	15.9%	18
Region 3	564	60.2%	23.9%	15.9%	31
Region 4	691	58.1%	19.5%	22.4%	37
Region 5	654	52.2%	28.7%	19.1%	25
Region 6	456	50.1%	27.5%	22.4%	14
Region 7	694	62.0%	21.6%	16.4%	27
Region 8	356	65.0%	18.7%	16.2%	12
Region 9	603	61.7%	19.8%	18.5%	34
Region 10	316	42.4%	24.4%	33.2%	11

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,392	89.2%	5.8%	5.0%	18
ABROAD	12	76.9%	7.2%	16.0%	0
DC	2,254	87.7%	6.1%	6.2%	6
Region 1	224	93.4%	1.8%	4.8%	1
Region 2	395	89.8%	5.9%	4.3%	0
Region 3	594	90.2%	5.6%	4.2%	0
Region 4	721	85.3%	7.2%	7.5%	3
Region 5	675	91.3%	4.9%	3.7%	3
Region 6	467	94.6%	2.7%	2.7%	2
Region 7	722	91.3%	5.7%	3.0%	0
Region 8	368	93.3%	4.7%	2.0%	0
Region 9	632	88.5%	7.0%	4.5%	3
Region 10	327	84.4%	9.4%	6.2%	0

General Services Administration

Work Location Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,374	79.6%	11.3%	9.1%	21
ABROAD	12	58.2%	25.8%	16.0%	0
DC	2,251	79.1%	10.1%	10.8%	7
Region 1	224	78.8%	12.2%	9.1%	0
Region 2	394	81.5%	9.7%	8.8%	1
Region 3	589	81.7%	11.0%	7.3%	1
Region 4	723	74.8%	12.7%	12.6%	3
Region 5	675	80.5%	11.8%	7.7%	3
Region 6	467	83.5%	11.6%	4.9%	0
Region 7	718	81.1%	11.4%	7.6%	1
Region 8	368	86.4%	7.7%	5.9%	0
Region 9	626	79.0%	15.2%	5.8%	4
Region 10	326	73.4%	13.9%	12.7%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,293	77.1%	12.1%	10.8%	70
ABROAD	12	67.3%	16.8%	16.0%	0
DC	2,225	75.4%	11.4%	13.2%	17
Region 1	217	77.4%	13.8%	8.8%	5
Region 2	392	79.1%	14.0%	6.8%	2
Region 3	581	79.1%	10.9%	10.0%	6
Region 4	718	71.1%	14.4%	14.5%	7
Region 5	673	80.3%	12.2%	7.5%	3
Region 6	463	80.7%	9.4%	9.9%	2
Region 7	708	82.3%	10.3%	7.5%	9
Region 8	360	82.4%	9.8%	7.8%	5
Region 9	624	77.4%	13.8%	8.8%	8
Region 10	319	70.4%	16.6%	13.0%	6

General Services Administration

Work Location Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,920	80.7%	14.4%	4.9%	475
ABROAD	<10	--	--	--	<10
DC	2,112	79.1%	14.4%	6.5%	142
Region 1	205	84.2%	11.5%	4.3%	19
Region 2	378	81.1%	14.7%	4.1%	16
Region 3	552	81.8%	14.7%	3.5%	42
Region 4	668	76.4%	15.5%	8.1%	57
Region 5	637	80.5%	15.7%	3.8%	40
Region 6	433	85.1%	13.0%	1.9%	33
Region 7	692	84.2%	11.9%	3.9%	30
Region 8	339	86.6%	10.8%	2.6%	27
Region 9	595	81.2%	15.5%	3.3%	38
Region 10	299	77.7%	18.7%	3.6%	28

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,340	76.7%	13.1%	10.2%	39
ABROAD	12	69.1%	14.9%	16.0%	0
DC	2,240	74.5%	13.1%	12.3%	10
Region 1	220	78.2%	14.2%	7.6%	3
Region 2	392	78.2%	13.7%	8.1%	0
Region 3	586	78.1%	12.6%	9.2%	3
Region 4	716	72.7%	13.8%	13.5%	6
Region 5	677	79.1%	12.7%	8.3%	2
Region 6	467	78.9%	12.5%	8.6%	1
Region 7	712	81.6%	11.4%	7.0%	4
Region 8	363	81.7%	10.6%	7.7%	4
Region 9	630	76.4%	15.0%	8.6%	4
Region 10	324	73.3%	15.1%	11.6%	2

General Services Administration

Work Location Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,319	81.0%	11.2%	7.8%	62
ABROAD	12	75.6%	8.4%	16.0%	0
DC	2,230	79.3%	11.6%	9.1%	24
Region 1	221	88.3%	5.9%	5.8%	1
Region 2	391	80.5%	11.9%	7.6%	3
Region 3	586	84.2%	10.6%	5.2%	5
Region 4	714	77.2%	11.9%	10.9%	10
Region 5	674	83.3%	9.9%	6.8%	3
Region 6	463	83.0%	11.8%	5.2%	3
Region 7	710	82.6%	9.7%	7.7%	6
Region 8	367	85.5%	9.7%	4.8%	0
Region 9	626	80.5%	12.7%	6.8%	5
Region 10	324	77.9%	13.8%	8.4%	2

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,409	85.3%	8.3%	6.4%
ABROAD	12	76.9%	15.0%	8.1%
DC	2,262	83.5%	8.8%	7.7%
Region 1	225	85.6%	7.6%	6.8%
Region 2	396	85.8%	9.3%	4.9%
Region 3	593	87.4%	8.9%	3.7%
Region 4	725	80.9%	9.2%	9.8%
Region 5	678	86.8%	8.1%	5.2%
Region 6	467	91.4%	4.5%	4.1%
Region 7	722	87.9%	6.4%	5.7%
Region 8	366	90.5%	6.0%	3.5%
Region 9	635	86.0%	9.5%	4.5%
Region 10	327	81.7%	10.0%	8.3%

General Services Administration

Work Location Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,389	88.6%	6.4%	5.0%
ABROAD	12	76.9%	7.1%	16.0%
DC	2,255	86.5%	7.0%	6.5%
Region 1	225	91.1%	4.5%	4.4%
Region 2	396	90.4%	6.6%	3.1%
Region 3	592	91.4%	5.1%	3.5%
Region 4	723	85.1%	8.4%	6.5%
Region 5	676	90.9%	5.8%	3.3%
Region 6	465	93.1%	3.9%	3.0%
Region 7	717	90.3%	5.6%	4.1%
Region 8	367	92.8%	3.8%	3.4%
Region 9	634	88.5%	7.8%	3.7%
Region 10	326	84.8%	8.1%	7.1%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,389	88.0%	6.4%	5.6%
ABROAD	12	100.0%	0.0%	0.0%
DC	2,257	87.9%	6.1%	6.1%
Region 1	226	90.3%	6.4%	3.3%
Region 2	395	87.8%	7.3%	4.9%
Region 3	591	91.0%	4.2%	4.8%
Region 4	720	81.6%	8.1%	10.2%
Region 5	679	89.7%	5.4%	4.9%
Region 6	465	92.0%	5.4%	2.6%
Region 7	719	88.3%	6.7%	5.0%
Region 8	364	91.3%	5.7%	3.0%
Region 9	635	87.6%	7.7%	4.7%
Region 10	325	82.2%	9.6%	8.2%

General Services Administration

Work Location Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,390	79.7%	10.6%	9.7%
ABROAD	12	60.8%	16.2%	23.1%
DC	2,257	77.1%	10.7%	12.2%
Region 1	226	85.5%	7.4%	7.1%
Region 2	396	81.6%	12.5%	5.9%
Region 3	594	83.0%	8.0%	9.0%
Region 4	725	73.9%	12.7%	13.4%
Region 5	675	82.6%	10.3%	7.1%
Region 6	464	83.2%	9.9%	6.9%
Region 7	718	83.0%	9.4%	7.6%
Region 8	365	86.2%	7.2%	6.6%
Region 9	631	80.7%	12.3%	7.0%
Region 10	326	75.2%	14.1%	10.7%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,395	82.2%	11.3%	6.5%
ABROAD	11	66.0%	16.4%	17.6%
DC	2,259	80.0%	11.9%	8.1%
Region 1	225	88.0%	7.0%	5.0%
Region 2	395	85.6%	10.0%	4.4%
Region 3	594	83.7%	11.4%	4.9%
Region 4	721	76.9%	13.3%	9.8%
Region 5	676	83.2%	11.8%	5.0%
Region 6	466	85.9%	9.2%	4.9%
Region 7	720	85.8%	9.8%	4.4%
Region 8	367	88.7%	5.6%	5.7%
Region 9	634	82.2%	13.2%	4.6%
Region 10	326	78.5%	14.3%	7.1%

General Services Administration

Work Location Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,246	56.5%	21.3%	22.3%	135
ABROAD	12	56.3%	43.7%	0.0%	0
DC	2,211	54.6%	20.6%	24.8%	43
Region 1	219	48.1%	30.3%	21.6%	6
Region 2	391	52.7%	22.7%	24.6%	5
Region 3	586	60.0%	21.0%	19.0%	5
Region 4	708	57.1%	19.8%	23.1%	12
Region 5	663	59.3%	25.2%	15.5%	10
Region 6	459	52.9%	22.6%	24.5%	8
Region 7	704	62.9%	18.6%	18.5%	14
Region 8	361	69.9%	15.9%	14.2%	6
Region 9	615	57.1%	22.8%	20.1%	18
Region 10	316	42.3%	21.0%	36.7%	8

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,985	65.8%	20.5%	13.6%	381
ABROAD	11	51.6%	48.4%	0.0%	1
DC	2,136	64.4%	19.7%	15.8%	116
Region 1	209	63.9%	22.8%	13.4%	16
Region 2	377	63.6%	20.6%	15.8%	17
Region 3	555	68.8%	20.1%	11.1%	34
Region 4	683	63.5%	19.9%	16.6%	37
Region 5	636	73.0%	20.5%	6.5%	36
Region 6	445	62.3%	22.7%	15.0%	21
Region 7	689	70.3%	19.4%	10.3%	26
Region 8	347	74.6%	14.7%	10.7%	19
Region 9	591	64.4%	24.2%	11.5%	39
Region 10	305	55.3%	25.6%	19.1%	19

General Services Administration

Work Location Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,009	76.6%	15.1%	8.3%	308
ABROAD	11	63.0%	28.2%	8.8%	1
DC	2,133	74.0%	14.9%	11.1%	101
Region 1	213	79.5%	12.7%	7.8%	11
Region 2	378	76.2%	13.9%	9.9%	11
Region 3	551	79.7%	16.8%	3.5%	36
Region 4	688	72.0%	17.6%	10.3%	28
Region 5	641	79.3%	15.3%	5.4%	25
Region 6	446	82.7%	10.8%	6.5%	15
Region 7	698	81.1%	13.6%	5.3%	14
Region 8	347	84.7%	10.4%	4.9%	18
Region 9	595	76.6%	16.5%	6.9%	32
Region 10	307	68.3%	21.3%	10.4%	16

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,278	74.9%	14.0%	11.0%	68
ABROAD	12	68.5%	15.0%	16.5%	0
DC	2,212	70.1%	15.9%	14.0%	25
Region 1	221	71.5%	19.0%	9.5%	4
Region 2	388	73.1%	15.3%	11.6%	5
Region 3	586	78.7%	12.7%	8.6%	4
Region 4	714	76.5%	9.7%	13.8%	4
Region 5	661	79.8%	14.0%	6.1%	9
Region 6	460	78.4%	12.5%	9.1%	4
Region 7	714	81.6%	11.9%	6.5%	2
Region 8	363	79.5%	10.9%	9.6%	4
Region 9	623	76.1%	14.1%	9.8%	6
Region 10	323	71.0%	17.0%	12.0%	1

General Services Administration

Work Location Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,066	76.5%	15.1%	8.5%	259
ABROAD	12	68.5%	23.4%	8.1%	0
DC	2,134	73.0%	16.6%	10.4%	101
Region 1	214	74.6%	18.5%	6.9%	8
Region 2	382	75.8%	15.6%	8.6%	11
Region 3	561	80.0%	14.1%	5.9%	23
Region 4	696	74.9%	12.9%	12.2%	22
Region 5	649	81.7%	13.5%	4.9%	16
Region 6	453	78.5%	15.3%	6.3%	13
Region 7	696	82.8%	12.1%	5.1%	17
Region 8	348	82.1%	10.6%	7.3%	19
Region 9	609	75.4%	16.4%	8.2%	20
Region 10	311	72.0%	17.8%	10.2%	9

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,196	70.1%	15.8%	14.0%	140
ABROAD	12	75.6%	8.4%	16.0%	0
DC	2,185	67.0%	16.6%	16.4%	53
Region 1	218	67.3%	16.9%	15.8%	7
Region 2	383	71.7%	12.7%	15.6%	10
Region 3	574	74.5%	15.5%	10.0%	11
Region 4	711	70.0%	12.6%	17.4%	6
Region 5	656	73.6%	16.3%	10.1%	12
Region 6	457	71.7%	14.9%	13.5%	8
Region 7	706	73.5%	15.6%	10.9%	9
Region 8	358	77.5%	13.6%	8.9%	8
Region 9	617	70.3%	19.4%	10.4%	13
Region 10	318	62.5%	18.1%	19.4%	3

General Services Administration

Work Location Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,197	71.8%	15.5%	12.7%	157
ABROAD	12	75.6%	16.3%	8.1%	0
DC	2,198	69.8%	16.0%	14.1%	47
Region 1	219	71.3%	15.0%	13.7%	6
Region 2	383	72.8%	15.2%	12.0%	11
Region 3	571	75.7%	14.2%	10.2%	15
Region 4	704	72.0%	12.9%	15.1%	12
Region 5	654	73.0%	17.3%	9.7%	15
Region 6	459	74.2%	13.4%	12.4%	8
Region 7	705	74.1%	14.0%	11.9%	11
Region 8	357	81.2%	10.3%	8.4%	9
Region 9	617	70.5%	19.3%	10.2%	16
Region 10	317	59.9%	20.4%	19.7%	7

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,096	72.5%	17.4%	10.1%	271
ABROAD	<10	--	--	--	<10
DC	2,165	71.3%	17.4%	11.3%	84
Region 1	212	73.8%	16.5%	9.7%	13
Region 2	383	75.0%	15.4%	9.7%	12
Region 3	567	75.4%	16.5%	8.1%	23
Region 4	682	66.1%	21.6%	12.3%	35
Region 5	647	79.9%	14.2%	5.9%	28
Region 6	453	72.2%	19.8%	8.0%	11
Region 7	702	76.8%	15.4%	7.8%	15
Region 8	360	79.3%	11.7%	9.0%	6
Region 9	607	70.2%	18.7%	11.1%	25
Region 10	309	59.1%	24.1%	16.8%	15

General Services Administration

Work Location Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,284	65.3%	20.1%	14.6%	88
ABROAD	11	69.9%	30.1%	0.0%	1
DC	2,227	64.7%	18.6%	16.7%	24
Region 1	222	58.6%	25.0%	16.3%	3
Region 2	391	63.8%	20.9%	15.3%	2
Region 3	580	67.4%	21.0%	11.5%	9
Region 4	712	63.0%	20.6%	16.4%	9
Region 5	668	70.6%	21.3%	8.1%	6
Region 6	459	60.2%	25.2%	14.7%	6
Region 7	708	71.9%	15.6%	12.4%	8
Region 8	364	74.4%	15.3%	10.3%	3
Region 9	622	64.0%	23.0%	13.0%	12
Region 10	319	51.6%	25.7%	22.6%	5

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,012	74.9%	16.4%	8.8%	360
ABROAD	10	67.4%	32.6%	0.0%	2
DC	2,134	73.1%	15.9%	11.0%	118
Region 1	217	80.0%	14.9%	5.1%	8
Region 2	382	72.5%	19.4%	8.1%	12
Region 3	562	78.6%	14.9%	6.5%	29
Region 4	684	68.7%	18.3%	13.0%	35
Region 5	647	81.6%	13.7%	4.6%	26
Region 6	449	74.5%	18.3%	7.2%	17
Region 7	684	78.2%	15.7%	6.0%	32
Region 8	357	87.7%	9.3%	3.1%	10
Region 9	586	70.6%	19.3%	10.1%	46
Region 10	299	68.7%	21.5%	9.8%	25

General Services Administration

Work Location Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,354	64.6%	18.6%	16.8%
ABROAD	12	65.4%	18.6%	16.0%
DC	2,248	63.4%	18.4%	18.2%
Region 1	223	64.7%	20.6%	14.6%
Region 2	393	64.8%	20.3%	14.9%
Region 3	587	69.4%	17.0%	13.6%
Region 4	717	58.8%	18.0%	23.3%
Region 5	673	62.5%	22.6%	14.9%
Region 6	463	67.2%	16.9%	15.9%
Region 7	717	69.0%	15.3%	15.8%
Region 8	367	73.9%	16.4%	9.7%
Region 9	631	65.7%	21.6%	12.7%
Region 10	322	55.9%	19.8%	24.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,347	66.4%	19.1%	14.5%
ABROAD	12	68.4%	15.6%	16.0%
DC	2,240	62.9%	19.6%	17.5%
Region 1	223	62.0%	26.1%	11.9%
Region 2	395	64.3%	20.5%	15.3%
Region 3	587	68.8%	18.6%	12.6%
Region 4	718	64.5%	18.3%	17.2%
Region 5	671	71.5%	19.1%	9.4%
Region 6	464	69.2%	19.3%	11.6%
Region 7	715	70.3%	20.0%	9.7%
Region 8	367	77.4%	12.1%	10.5%
Region 9	632	68.0%	17.5%	14.5%
Region 10	322	61.3%	19.9%	18.7%

General Services Administration

Work Location Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,337	63.0%	20.3%	16.7%
ABROAD	12	75.6%	8.4%	16.0%
DC	2,239	60.2%	20.5%	19.3%
Region 1	222	57.0%	27.0%	16.0%
Region 2	394	64.1%	20.4%	15.5%
Region 3	587	65.8%	20.1%	14.2%
Region 4	715	59.0%	20.8%	20.3%
Region 5	671	63.0%	22.1%	14.8%
Region 6	463	69.3%	17.7%	12.9%
Region 7	715	68.4%	19.1%	12.6%
Region 8	365	74.4%	15.3%	10.3%
Region 9	632	64.9%	20.6%	14.5%
Region 10	321	54.0%	22.7%	23.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,324	56.6%	25.4%	18.0%
ABROAD	12	64.0%	36.0%	0.0%
DC	2,235	54.9%	25.9%	19.2%
Region 1	221	49.8%	32.7%	17.6%
Region 2	392	55.7%	25.4%	18.9%
Region 3	586	56.8%	27.9%	15.3%
Region 4	716	54.4%	25.3%	20.3%
Region 5	670	60.5%	25.0%	14.5%
Region 6	463	55.1%	24.5%	20.3%
Region 7	713	62.1%	22.2%	15.7%
Region 8	364	70.5%	17.1%	12.5%
Region 9	629	56.2%	27.9%	15.9%
Region 10	322	48.1%	24.5%	27.4%

General Services Administration

Work Location Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,334	47.5%	25.9%	26.6%
ABROAD	12	41.0%	35.3%	23.7%
DC	2,239	45.9%	25.6%	28.4%
Region 1	223	42.6%	35.7%	21.7%
Region 2	391	47.7%	26.8%	25.5%
Region 3	585	50.8%	24.4%	24.7%
Region 4	717	45.6%	24.7%	29.7%
Region 5	668	46.8%	26.7%	26.6%
Region 6	461	49.3%	23.6%	27.2%
Region 7	715	51.9%	26.0%	22.1%
Region 8	367	57.0%	23.0%	20.0%
Region 9	633	46.0%	29.3%	24.7%
Region 10	322	43.6%	23.2%	33.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,329	66.2%	18.7%	15.1%
ABROAD	12	48.8%	9.5%	41.8%
DC	2,239	64.1%	19.1%	16.7%
Region 1	223	71.0%	18.1%	10.8%
Region 2	393	69.3%	17.0%	13.6%
Region 3	583	69.7%	17.2%	13.1%
Region 4	715	62.4%	18.1%	19.5%
Region 5	669	65.3%	21.2%	13.6%
Region 6	462	73.7%	16.2%	10.1%
Region 7	710	67.8%	19.6%	12.7%
Region 8	367	76.2%	14.8%	9.0%
Region 9	633	65.8%	19.6%	14.6%
Region 10	322	57.1%	21.3%	21.6%

General Services Administration

Work Location Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,329	76.3%	13.1%	10.5%
ABROAD	12	75.6%	16.3%	8.1%
DC	2,243	73.4%	13.7%	12.9%
Region 1	222	75.7%	13.9%	10.4%
Region 2	392	77.4%	14.1%	8.6%
Region 3	585	80.4%	10.6%	8.9%
Region 4	717	72.4%	15.2%	12.5%
Region 5	673	78.5%	14.2%	7.3%
Region 6	461	78.8%	13.0%	8.2%
Region 7	711	81.0%	11.8%	7.2%
Region 8	364	84.3%	8.2%	7.6%
Region 9	629	79.1%	12.4%	8.5%
Region 10	319	68.9%	14.0%	17.1%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,347	72.2%	14.0%	13.8%
ABROAD	12	83.7%	16.3%	0.0%
DC	2,247	69.6%	15.0%	15.3%
Region 1	223	72.1%	14.5%	13.4%
Region 2	392	68.7%	13.8%	17.5%
Region 3	586	74.2%	14.0%	11.8%
Region 4	715	73.0%	13.4%	13.6%
Region 5	671	72.3%	13.1%	14.6%
Region 6	463	76.0%	13.3%	10.7%
Region 7	715	79.4%	12.0%	8.6%
Region 8	367	77.4%	10.1%	12.5%
Region 9	632	69.2%	13.9%	16.9%
Region 10	323	71.0%	18.4%	10.6%

General Services Administration

Work Location Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,347	72.5%	16.0%	11.6%
ABROAD	12	76.9%	15.0%	8.1%
DC	2,243	69.0%	17.1%	13.9%
Region 1	223	71.7%	18.7%	9.6%
Region 2	392	72.1%	16.3%	11.6%
Region 3	586	77.3%	13.9%	8.7%
Region 4	717	67.9%	18.1%	14.0%
Region 5	672	76.3%	16.9%	6.8%
Region 6	464	73.2%	13.7%	13.1%
Region 7	716	78.9%	12.3%	8.8%
Region 8	367	80.8%	12.3%	7.0%
Region 9	633	74.5%	16.7%	8.8%
Region 10	321	66.0%	15.8%	18.2%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,299	94.6%	3.4%	1.0%	0.9%
ABROAD	12	92.8%	0.0%	0.0%	7.2%
DC	2,229	94.6%	3.2%	1.3%	1.0%
Region 1	221	94.1%	5.1%	0.4%	0.5%
Region 2	390	96.1%	2.3%	0.6%	1.0%
Region 3	582	93.5%	3.2%	1.9%	1.4%
Region 4	714	96.2%	2.5%	0.8%	0.4%
Region 5	669	96.9%	2.5%	0.2%	0.5%
Region 6	462	96.0%	3.4%	0.4%	0.2%
Region 7	708	95.1%	3.3%	0.9%	0.7%
Region 8	361	92.3%	6.5%	0.3%	0.9%
Region 9	629	89.7%	5.7%	2.3%	2.3%
Region 10	321	96.9%	2.4%	0.3%	0.4%

General Services Administration Work Location Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,350	34.4%	40.9%	7.1%	8.9%
ABROAD	12	36.3%	34.7%	7.1%	14.7%
DC	2,249	37.9%	40.0%	6.3%	8.3%
Region 1	223	30.1%	42.6%	9.2%	10.7%
Region 2	393	24.9%	50.1%	10.6%	5.2%
Region 3	587	16.7%	57.8%	9.6%	6.7%
Region 4	716	34.4%	46.7%	6.4%	7.6%
Region 5	672	48.7%	29.2%	5.8%	7.8%
Region 6	464	51.6%	26.8%	3.1%	9.8%
Region 7	712	39.0%	35.1%	8.0%	8.7%
Region 8	367	14.1%	45.2%	14.8%	16.0%
Region 9	632	26.1%	37.8%	6.3%	11.4%
Region 10	322	26.8%	49.7%	4.2%	11.8%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,350	1.9%	0.5%	2.3%	4.1%
ABROAD	12	0.0%	0.0%	7.2%	0.0%
DC	2,249	1.9%	0.7%	2.1%	2.8%
Region 1	223	2.2%	0.0%	1.4%	3.8%
Region 2	393	1.0%	1.1%	1.6%	5.5%
Region 3	587	1.9%	0.3%	4.2%	2.8%
Region 4	716	0.4%	0.5%	1.7%	2.3%
Region 5	672	1.8%	0.3%	1.1%	5.3%
Region 6	464	3.1%	0.0%	1.2%	4.4%
Region 7	712	0.9%	0.1%	3.0%	5.2%
Region 8	367	4.7%	0.3%	0.9%	4.1%
Region 9	632	3.7%	0.5%	5.5%	8.8%
Region 10	322	1.6%	0.0%	1.0%	4.9%

General Services Administration

Work Location Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,295	67.7%	30.2%	2.1%
ABROAD	12	15.0%	58.6%	26.3%
DC	2,231	70.1%	28.3%	1.6%
Region 1	220	44.7%	48.7%	6.5%
Region 2	389	51.7%	44.3%	4.0%
Region 3	580	51.3%	45.5%	3.2%
Region 4	711	71.0%	26.9%	2.1%
Region 5	672	84.2%	14.5%	1.2%
Region 6	461	62.1%	35.4%	2.6%
Region 7	709	70.0%	27.9%	2.1%
Region 8	366	68.1%	31.1%	0.7%
Region 9	626	71.4%	26.7%	1.9%
Region 10	317	67.9%	30.9%	1.2%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,307	17.9%	71.6%	10.5%
ABROAD	12	0.0%	29.0%	71.0%
DC	2,229	17.9%	76.7%	5.4%
Region 1	223	30.3%	65.1%	4.5%
Region 2	393	13.0%	73.3%	13.7%
Region 3	582	8.1%	69.4%	22.4%
Region 4	715	20.3%	65.8%	13.9%
Region 5	669	15.3%	71.2%	13.5%
Region 6	461	18.3%	72.2%	9.5%
Region 7	708	25.4%	63.2%	11.4%
Region 8	364	22.3%	71.0%	6.7%
Region 9	627	14.9%	71.7%	13.4%
Region 10	323	18.2%	71.1%	10.7%

General Services Administration

Work Location Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,275	11.8%	84.5%	3.7%
ABROAD	12	0.0%	47.6%	52.4%
DC	2,218	10.3%	86.7%	3.0%
Region 1	223	5.8%	91.9%	2.3%
Region 2	391	10.1%	85.3%	4.6%
Region 3	583	11.1%	83.7%	5.2%
Region 4	712	16.5%	79.0%	4.5%
Region 5	666	10.9%	84.3%	4.8%
Region 6	461	12.3%	85.8%	1.9%
Region 7	704	11.9%	84.3%	3.8%
Region 8	361	18.1%	79.4%	2.5%
Region 9	623	11.9%	83.0%	5.1%
Region 10	320	13.9%	84.8%	1.3%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,297	3.2%	86.6%	10.2%
ABROAD	12	0.0%	47.0%	53.0%
DC	2,224	3.2%	91.0%	5.7%
Region 1	221	2.3%	91.7%	6.0%
Region 2	393	5.3%	84.9%	9.8%
Region 3	581	2.2%	79.9%	17.9%
Region 4	712	3.6%	82.4%	14.1%
Region 5	668	3.5%	83.5%	13.1%
Region 6	464	2.3%	86.5%	11.2%
Region 7	709	2.8%	82.6%	14.6%
Region 8	364	5.3%	86.1%	8.6%
Region 9	628	1.7%	87.6%	10.7%
Region 10	321	5.2%	86.7%	8.1%

General Services Administration

Work Location Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,306	2.5%	86.8%	10.7%
ABROAD	12	0.0%	39.2%	60.8%
DC	2,228	2.8%	90.7%	6.5%
Region 1	223	1.4%	90.5%	8.1%
Region 2	393	2.5%	85.0%	12.5%
Region 3	582	1.3%	81.5%	17.2%
Region 4	713	2.5%	82.8%	14.6%
Region 5	669	2.8%	83.4%	13.8%
Region 6	463	1.9%	86.0%	12.1%
Region 7	709	2.2%	84.0%	13.7%
Region 8	365	3.6%	88.3%	8.1%
Region 9	627	1.7%	87.3%	11.0%
Region 10	321	4.2%	87.8%	8.1%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,694	90.0%	5.0%	5.0%	30
ABROAD	11	100.0%	0.0%	0.0%	0
DC	2,095	88.9%	5.1%	6.0%	3
Region 1	206	90.7%	5.9%	3.4%	1
Region 2	357	89.0%	7.4%	3.6%	2
Region 3	536	91.2%	3.7%	5.1%	4
Region 4	678	86.7%	4.8%	8.5%	4
Region 5	612	93.3%	3.3%	3.4%	3
Region 6	417	91.6%	4.6%	3.8%	4
Region 7	644	91.5%	4.9%	3.6%	6
Region 8	329	93.4%	5.4%	1.2%	0
Region 9	511	89.1%	5.6%	5.3%	2
Region 10	297	91.6%	5.9%	2.5%	1

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration

Work Location Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,873	97.0%	2.0%	0.9%	34
ABROAD	<10	--	--	--	<10
DC	1,520	96.7%	2.3%	0.9%	11
Region 1	100	98.1%	1.9%	0.0%	1
Region 2	205	96.8%	3.2%	0.0%	1
Region 3	302	97.0%	1.4%	1.6%	4
Region 4	500	96.5%	2.2%	1.2%	4
Region 5	559	98.0%	1.7%	0.3%	1
Region 6	282	97.1%	2.6%	0.4%	6
Region 7	490	96.7%	1.9%	1.3%	1
Region 8	245	98.8%	1.2%	0.0%	1
Region 9	450	98.1%	1.1%	0.8%	3
Region 10	217	94.0%	2.4%	3.6%	1

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,225	85.6%	12.8%	1.6%	113
ABROAD	<10	--	--	--	<10
DC	360	86.9%	11.2%	1.9%	38
Region 1	67	87.8%	12.2%	0.0%	1
Region 2	42	86.1%	13.9%	0.0%	9
Region 3	43	80.1%	17.5%	2.5%	9
Region 4	138	85.5%	12.5%	2.0%	9
Region 5	95	84.8%	14.3%	0.9%	10
Region 6	81	85.1%	13.8%	1.1%	5
Region 7	177	87.8%	10.8%	1.4%	13
Region 8	74	93.2%	6.8%	0.0%	9
Region 9	95	76.4%	21.5%	2.1%	4
Region 10	53	77.6%	18.7%	3.6%	6

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Work Location Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
ABROAD	<10	--	--	--	<10
DC	194	81.4%	15.0%	3.7%	54
Region 1	13	91.9%	8.1%	0.0%	0
Region 2	36	77.3%	20.0%	2.7%	7
Region 3	56	79.6%	17.3%	3.1%	11
Region 4	109	85.0%	14.2%	0.8%	13
Region 5	59	87.1%	10.9%	2.0%	14
Region 6	50	88.3%	7.4%	4.3%	5
Region 7	84	87.4%	11.2%	1.5%	11
Region 8	61	91.5%	8.5%	0.0%	8
Region 9	74	75.5%	22.1%	2.4%	8
Region 10	44	86.2%	13.8%	0.0%	3

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
ABROAD	<10	--	--	--	<10
DC	49	75.5%	24.5%	0.0%	39
Region 1	<10	--	--	--	<10
Region 2	17	86.7%	13.3%	0.0%	5
Region 3	<10	--	--	--	<10
Region 4	25	80.5%	19.5%	0.0%	8
Region 5	19	71.9%	28.1%	0.0%	8
Region 6	<10	--	--	--	<10
Region 7	21	63.0%	31.0%	6.0%	6
Region 8	20	77.5%	22.5%	0.0%	2
Region 9	<10	--	--	--	<10
Region 10	16	80.6%	19.4%	0.0%	2

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Work Location Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
ABROAD	<10	--	--	--	<10
DC	47	74.6%	25.4%	0.0%	29
Region 1	<10	--	--	--	<10
Region 2	<10	--	--	--	<10
Region 3	<10	--	--	--	<10
Region 4	19	85.0%	15.0%	0.0%	6
Region 5	13	76.6%	23.4%	0.0%	8
Region 6	<10	--	--	--	<10
Region 7	13	66.6%	33.4%	0.0%	10
Region 8	11	69.7%	30.3%	0.0%	3
Region 9	11	68.4%	24.3%	7.2%	4
Region 10	11	62.7%	37.3%	0.0%	3

**The results for this item only include employees who indicated that they participated in this program.*

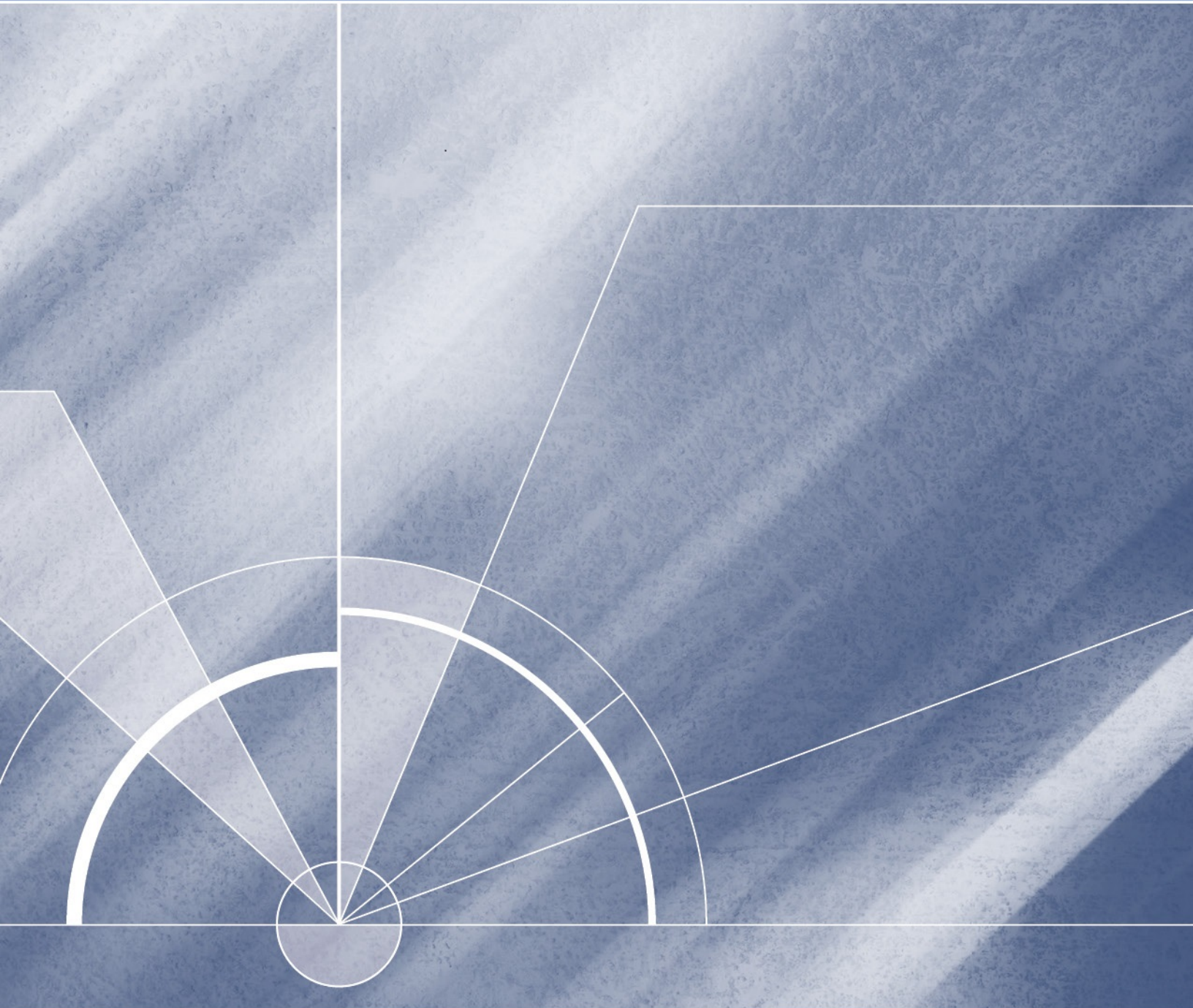
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Agency
Tenure
Comparison
Report

General Services Administration





General Services Administration Agency Tenure Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Less than 1 year	400
1 to 3 years	1,035
4 to 5 years	458
6 to 10 years	1,811
11 to 20 years	1,838
More than 20 years	1,669

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

General Services Administration

Agency Tenure Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Less than 1 year	400	83.2%	8.8%	8.0%
1 to 3 years	1,033	80.0%	9.3%	10.6%
4 to 5 years	458	72.9%	14.7%	12.4%
6 to 10 years	1,809	72.2%	13.8%	14.0%
11 to 20 years	1,834	75.7%	12.3%	11.9%
More than 20 years	1,666	78.1%	12.6%	9.3%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Less than 1 year	400	76.8%	10.8%	12.3%
1 to 3 years	1,029	73.7%	14.7%	11.7%
4 to 5 years	458	73.5%	11.7%	14.9%
6 to 10 years	1,799	73.8%	13.5%	12.7%
11 to 20 years	1,823	77.6%	12.6%	9.8%
More than 20 years	1,655	81.4%	9.8%	8.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Less than 1 year	397	78.3%	11.3%	10.4%
1 to 3 years	1,031	72.6%	12.6%	14.8%
4 to 5 years	455	68.0%	13.8%	18.2%
6 to 10 years	1,784	67.6%	14.8%	17.6%
11 to 20 years	1,812	72.1%	13.8%	14.1%
More than 20 years	1,649	74.8%	14.0%	11.2%

General Services Administration

Agency Tenure Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Less than 1 year	398	79.3%	11.4%	9.3%
1 to 3 years	1,031	76.6%	12.9%	10.6%
4 to 5 years	456	73.8%	14.4%	11.7%
6 to 10 years	1,794	72.7%	15.7%	11.5%
11 to 20 years	1,826	77.4%	13.2%	9.4%
More than 20 years	1,661	81.4%	11.9%	6.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Less than 1 year	398	82.4%	11.2%	6.4%
1 to 3 years	1,025	81.3%	14.2%	4.5%
4 to 5 years	451	81.5%	12.0%	6.5%
6 to 10 years	1,791	83.2%	11.6%	5.2%
11 to 20 years	1,816	82.6%	11.6%	5.8%
More than 20 years	1,649	85.7%	9.8%	4.4%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Less than 1 year	397	80.5%	12.1%	7.4%
1 to 3 years	1,019	82.0%	10.6%	7.5%
4 to 5 years	452	82.4%	10.6%	7.0%
6 to 10 years	1,790	82.3%	10.0%	7.7%
11 to 20 years	1,810	83.5%	9.3%	7.2%
More than 20 years	1,648	86.5%	7.6%	5.9%

General Services Administration

Agency Tenure Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Less than 1 year	399	96.4%	2.7%	0.9%
1 to 3 years	1,028	97.1%	1.9%	1.0%
4 to 5 years	456	96.7%	1.8%	1.4%
6 to 10 years	1,800	95.4%	3.2%	1.4%
11 to 20 years	1,827	96.8%	1.8%	1.4%
More than 20 years	1,654	97.0%	1.9%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Less than 1 year	400	95.3%	4.0%	0.7%
1 to 3 years	1,028	94.2%	4.6%	1.3%
4 to 5 years	457	93.3%	5.4%	1.3%
6 to 10 years	1,802	92.1%	6.9%	1.1%
11 to 20 years	1,825	91.8%	6.6%	1.7%
More than 20 years	1,650	91.4%	7.5%	1.1%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Less than 1 year	394	68.8%	13.2%	18.0%	4
1 to 3 years	1,030	63.0%	15.3%	21.6%	2
4 to 5 years	458	53.9%	18.1%	28.0%	0
6 to 10 years	1,804	54.1%	15.7%	30.1%	2
11 to 20 years	1,828	58.3%	14.9%	26.8%	3
More than 20 years	1,665	63.5%	13.9%	22.6%	2

General Services Administration

Agency Tenure Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Less than 1 year	394	78.9%	12.5%	8.6%	1
1 to 3 years	1,031	68.3%	14.2%	17.5%	0
4 to 5 years	458	64.8%	14.4%	20.8%	0
6 to 10 years	1,800	61.0%	14.6%	24.4%	3
11 to 20 years	1,824	64.4%	14.9%	20.8%	3
More than 20 years	1,654	69.8%	13.4%	16.7%	5

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Less than 1 year	392	69.1%	17.3%	13.6%	1
1 to 3 years	1,016	68.3%	14.2%	17.5%	2
4 to 5 years	450	62.1%	16.9%	20.9%	1
6 to 10 years	1,786	64.1%	15.0%	20.9%	6
11 to 20 years	1,793	69.2%	14.3%	16.4%	6
More than 20 years	1,627	73.8%	12.9%	13.3%	5

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Less than 1 year	397	89.6%	7.1%	3.3%	0
1 to 3 years	1,026	88.1%	7.2%	4.7%	2
4 to 5 years	454	86.0%	6.9%	7.1%	1
6 to 10 years	1,802	84.5%	9.1%	6.4%	2
11 to 20 years	1,810	87.1%	8.8%	4.1%	10
More than 20 years	1,652	89.5%	7.5%	3.0%	7

General Services Administration

Agency Tenure Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Less than 1 year	395	89.3%	7.7%	3.0%	0
1 to 3 years	1,020	90.5%	7.4%	2.1%	2
4 to 5 years	455	87.8%	8.1%	4.1%	1
6 to 10 years	1,789	88.5%	8.0%	3.4%	1
11 to 20 years	1,802	90.3%	6.7%	2.9%	5
More than 20 years	1,647	92.4%	5.2%	2.5%	1

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Less than 1 year	397	80.7%	9.4%	9.9%	2
1 to 3 years	1,024	74.4%	12.5%	13.0%	2
4 to 5 years	457	77.1%	9.8%	13.1%	0
6 to 10 years	1,795	70.9%	12.1%	17.0%	7
11 to 20 years	1,810	73.6%	11.7%	14.7%	17
More than 20 years	1,654	74.4%	11.5%	14.1%	7

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Less than 1 year	329	72.7%	22.8%	4.6%	67
1 to 3 years	1,010	77.8%	11.5%	10.7%	21
4 to 5 years	453	76.1%	11.8%	12.2%	4
6 to 10 years	1,787	74.2%	13.4%	12.4%	17
11 to 20 years	1,814	75.5%	12.1%	12.4%	15
More than 20 years	1,655	76.8%	13.4%	9.8%	8

General Services Administration

Agency Tenure Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Less than 1 year	393	89.8%	8.1%	2.1%	4
1 to 3 years	1,024	89.8%	7.5%	2.7%	4
4 to 5 years	454	88.1%	8.8%	3.1%	0
6 to 10 years	1,799	87.3%	8.9%	3.8%	3
11 to 20 years	1,809	89.7%	7.6%	2.7%	7
More than 20 years	1,651	90.5%	7.5%	2.0%	2

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Less than 1 year	373	82.4%	12.8%	4.8%	24
1 to 3 years	986	77.3%	13.9%	8.8%	40
4 to 5 years	444	72.9%	12.2%	15.0%	14
6 to 10 years	1,731	71.4%	14.7%	13.9%	72
11 to 20 years	1,766	72.5%	15.1%	12.4%	65
More than 20 years	1,614	74.4%	15.0%	10.6%	43

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Less than 1 year	395	72.7%	14.8%	12.6%	3
1 to 3 years	1,024	68.6%	16.7%	14.7%	5
4 to 5 years	456	64.3%	15.7%	20.0%	2
6 to 10 years	1,796	64.6%	18.0%	17.4%	5
11 to 20 years	1,816	70.7%	17.6%	11.7%	6
More than 20 years	1,639	72.7%	16.3%	11.0%	11

General Services Administration Agency Tenure Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Less than 1 year	283	76.6%	14.9%	8.5%	117
1 to 3 years	1,020	75.5%	11.9%	12.7%	15
4 to 5 years	451	76.0%	10.9%	13.0%	7
6 to 10 years	1,785	73.1%	12.4%	14.5%	24
11 to 20 years	1,822	74.3%	12.3%	13.5%	14
More than 20 years	1,653	75.5%	13.8%	10.6%	13

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Less than 1 year	400	87.2%	6.6%	6.2%
1 to 3 years	1,034	82.2%	8.9%	8.9%
4 to 5 years	458	83.1%	8.5%	8.4%
6 to 10 years	1,807	81.5%	10.5%	8.0%
11 to 20 years	1,837	83.9%	9.8%	6.3%
More than 20 years	1,661	87.0%	8.4%	4.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Less than 1 year	361	68.2%	16.6%	15.2%	39
1 to 3 years	1,000	57.6%	22.0%	20.4%	34
4 to 5 years	441	48.3%	23.8%	27.8%	16
6 to 10 years	1,765	44.7%	24.8%	30.4%	42
11 to 20 years	1,775	49.9%	24.4%	25.7%	62
More than 20 years	1,607	51.8%	24.9%	23.3%	57

General Services Administration

Agency Tenure Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Less than 1 year	292	57.6%	32.2%	10.2%	107
1 to 3 years	948	49.0%	28.9%	22.1%	85
4 to 5 years	427	41.5%	28.9%	29.6%	30
6 to 10 years	1,709	41.1%	27.1%	31.8%	86
11 to 20 years	1,733	49.0%	26.6%	24.4%	100
More than 20 years	1,577	52.0%	27.2%	20.8%	80

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Less than 1 year	275	48.1%	30.7%	21.2%	122
1 to 3 years	891	38.6%	31.3%	30.1%	142
4 to 5 years	415	37.9%	29.1%	33.0%	41
6 to 10 years	1,607	36.2%	30.0%	33.8%	199
11 to 20 years	1,649	46.4%	28.7%	24.9%	174
More than 20 years	1,500	53.2%	29.3%	17.5%	157

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Less than 1 year	332	56.7%	26.5%	16.7%	68
1 to 3 years	954	49.8%	25.9%	24.3%	78
4 to 5 years	436	43.3%	29.3%	27.4%	22
6 to 10 years	1,718	42.5%	27.0%	30.5%	89
11 to 20 years	1,747	50.5%	25.6%	23.8%	84
More than 20 years	1,583	53.8%	28.9%	17.2%	78

General Services Administration

Agency Tenure Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Less than 1 year	292	60.0%	26.8%	13.2%	102
1 to 3 years	953	58.5%	24.2%	17.3%	78
4 to 5 years	423	50.2%	25.0%	24.8%	33
6 to 10 years	1,689	46.8%	27.3%	25.9%	113
11 to 20 years	1,720	53.6%	24.7%	21.7%	109
More than 20 years	1,566	57.4%	24.6%	18.0%	91

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Less than 1 year	396	87.2%	7.1%	5.7%	1
1 to 3 years	1,031	82.6%	9.5%	7.9%	1
4 to 5 years	455	84.8%	9.6%	5.7%	1
6 to 10 years	1,799	82.1%	9.1%	8.8%	7
11 to 20 years	1,818	85.1%	8.6%	6.4%	12
More than 20 years	1,650	86.4%	8.6%	5.0%	3

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Less than 1 year	332	75.9%	18.9%	5.1%	67
1 to 3 years	999	72.9%	18.1%	8.9%	34
4 to 5 years	448	65.6%	24.3%	10.1%	10
6 to 10 years	1,753	64.9%	22.7%	12.5%	55
11 to 20 years	1,787	66.8%	22.8%	10.4%	45
More than 20 years	1,614	69.4%	22.2%	8.4%	45

General Services Administration

Agency Tenure Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Less than 1 year	400	91.5%	5.7%	2.8%
1 to 3 years	1,034	89.3%	8.9%	1.7%
4 to 5 years	457	89.4%	8.9%	1.8%
6 to 10 years	1,811	87.5%	10.7%	1.9%
11 to 20 years	1,837	90.2%	8.4%	1.4%
More than 20 years	1,669	91.4%	7.6%	1.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Less than 1 year	391	82.0%	11.7%	6.4%	8
1 to 3 years	1,023	79.5%	12.1%	8.4%	8
4 to 5 years	452	76.1%	12.7%	11.2%	5
6 to 10 years	1,779	72.8%	16.3%	10.9%	26
11 to 20 years	1,801	76.2%	13.6%	10.3%	28
More than 20 years	1,645	79.7%	13.1%	7.2%	17

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Less than 1 year	384	70.3%	16.6%	13.1%	15
1 to 3 years	1,009	62.2%	19.1%	18.7%	23
4 to 5 years	450	52.7%	25.5%	21.8%	7
6 to 10 years	1,765	52.0%	23.3%	24.7%	38
11 to 20 years	1,796	58.5%	22.2%	19.3%	36
More than 20 years	1,629	65.0%	20.3%	14.7%	35

General Services Administration

Agency Tenure Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Less than 1 year	376	75.7%	14.8%	9.5%	23
1 to 3 years	1,016	66.8%	19.4%	13.8%	15
4 to 5 years	452	57.6%	23.2%	19.1%	6
6 to 10 years	1,778	57.3%	21.8%	20.9%	26
11 to 20 years	1,800	61.7%	22.6%	15.6%	30
More than 20 years	1,631	65.9%	19.7%	14.4%	25

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Less than 1 year	362	64.6%	23.4%	12.0%	34
1 to 3 years	993	59.3%	21.4%	19.4%	34
4 to 5 years	445	49.6%	27.1%	23.3%	8
6 to 10 years	1,760	49.6%	25.7%	24.7%	42
11 to 20 years	1,776	54.1%	25.3%	20.7%	42
More than 20 years	1,607	58.1%	25.1%	16.8%	47

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Less than 1 year	288	43.4%	32.0%	24.6%	110
1 to 3 years	919	35.6%	33.6%	30.8%	112
4 to 5 years	433	31.3%	28.2%	40.4%	19
6 to 10 years	1,687	27.1%	27.4%	45.4%	104
11 to 20 years	1,709	30.0%	32.8%	37.1%	109
More than 20 years	1,565	33.2%	34.6%	32.2%	76

General Services Administration Agency Tenure Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Less than 1 year	340	74.9%	17.7%	7.4%	59
1 to 3 years	953	67.9%	23.4%	8.7%	79
4 to 5 years	415	68.0%	19.1%	12.9%	39
6 to 10 years	1,648	60.8%	25.9%	13.2%	157
11 to 20 years	1,684	64.9%	23.8%	11.3%	143
More than 20 years	1,556	66.4%	24.5%	9.2%	94

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Less than 1 year	384	87.2%	9.2%	3.6%	11
1 to 3 years	1,012	86.4%	9.5%	4.1%	20
4 to 5 years	445	86.4%	8.7%	4.9%	10
6 to 10 years	1,760	83.4%	11.2%	5.4%	42
11 to 20 years	1,784	84.6%	10.9%	4.5%	43
More than 20 years	1,636	84.0%	11.5%	4.5%	22

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Less than 1 year	387	84.6%	11.6%	3.9%	10
1 to 3 years	1,020	78.5%	13.3%	8.2%	12
4 to 5 years	451	81.4%	11.8%	6.8%	6
6 to 10 years	1,779	80.3%	13.2%	6.5%	22
11 to 20 years	1,799	84.1%	10.5%	5.5%	23
More than 20 years	1,634	86.0%	9.4%	4.5%	14

General Services Administration

Agency Tenure Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Less than 1 year	353	78.0%	14.5%	7.6%	46
1 to 3 years	971	69.6%	17.6%	12.7%	58
4 to 5 years	424	66.0%	18.5%	15.5%	31
6 to 10 years	1,681	60.8%	21.8%	17.5%	119
11 to 20 years	1,719	67.1%	18.9%	14.0%	107
More than 20 years	1,564	67.8%	21.4%	10.8%	88

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Less than 1 year	361	87.2%	8.7%	4.1%	36
1 to 3 years	948	79.8%	14.3%	5.8%	82
4 to 5 years	424	78.0%	14.0%	8.0%	31
6 to 10 years	1,635	72.5%	17.6%	9.9%	162
11 to 20 years	1,670	75.4%	15.8%	8.7%	146
More than 20 years	1,555	76.0%	17.6%	6.4%	96

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Less than 1 year	389	90.3%	8.3%	1.4%	10
1 to 3 years	1,029	85.5%	10.4%	4.1%	6
4 to 5 years	455	81.5%	12.6%	5.9%	3
6 to 10 years	1,779	80.4%	14.3%	5.3%	31
11 to 20 years	1,805	83.7%	11.8%	4.6%	22
More than 20 years	1,639	85.2%	11.3%	3.5%	20

General Services Administration Agency Tenure Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Less than 1 year	398	85.6%	7.6%	6.8%
1 to 3 years	1,030	80.7%	12.2%	7.1%
4 to 5 years	456	78.4%	13.2%	8.4%
6 to 10 years	1,804	74.0%	17.3%	8.7%
11 to 20 years	1,827	77.8%	14.6%	7.6%
More than 20 years	1,661	81.0%	13.3%	5.8%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Less than 1 year	367	71.9%	15.3%	12.8%	32
1 to 3 years	979	61.7%	22.6%	15.7%	55
4 to 5 years	441	53.4%	23.7%	22.9%	17
6 to 10 years	1,746	50.0%	24.4%	25.5%	65
11 to 20 years	1,760	56.0%	22.8%	21.3%	76
More than 20 years	1,601	62.0%	22.1%	15.9%	66

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Less than 1 year	396	92.1%	4.2%	3.7%	1
1 to 3 years	1,031	89.7%	5.1%	5.2%	2
4 to 5 years	457	90.4%	4.8%	4.8%	1
6 to 10 years	1,806	88.6%	6.0%	5.4%	4
11 to 20 years	1,829	90.7%	4.9%	4.4%	5
More than 20 years	1,658	88.5%	7.0%	4.5%	5

General Services Administration

Agency Tenure Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Less than 1 year	394	83.2%	9.9%	7.0%	3
1 to 3 years	1,031	79.5%	11.2%	9.3%	1
4 to 5 years	457	79.0%	10.3%	10.8%	0
6 to 10 years	1,805	77.8%	11.8%	10.4%	1
11 to 20 years	1,821	81.1%	11.1%	7.8%	11
More than 20 years	1,655	81.6%	10.6%	7.8%	3

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Less than 1 year	379	82.7%	10.0%	7.3%	16
1 to 3 years	1,021	79.3%	10.6%	10.2%	7
4 to 5 years	453	74.0%	13.5%	12.5%	4
6 to 10 years	1,785	75.6%	12.4%	12.0%	17
11 to 20 years	1,808	76.5%	12.6%	10.9%	16
More than 20 years	1,637	80.0%	10.9%	9.1%	9

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Less than 1 year	365	87.0%	10.4%	2.6%	31
1 to 3 years	974	81.1%	13.6%	5.3%	55
4 to 5 years	418	83.2%	11.3%	5.5%	38
6 to 10 years	1,679	79.1%	14.6%	6.2%	128
11 to 20 years	1,719	81.3%	14.7%	3.9%	114
More than 20 years	1,573	81.4%	14.3%	4.3%	85

General Services Administration

Agency Tenure Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Less than 1 year	389	85.1%	8.2%	6.7%	6
1 to 3 years	1,026	76.9%	12.6%	10.5%	4
4 to 5 years	456	73.7%	15.0%	11.3%	1
6 to 10 years	1,786	74.7%	13.9%	11.3%	11
11 to 20 years	1,820	76.9%	12.8%	10.3%	12
More than 20 years	1,653	78.9%	12.5%	8.6%	4

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Less than 1 year	393	87.0%	8.1%	4.9%	3
1 to 3 years	1,022	82.4%	10.2%	7.4%	10
4 to 5 years	454	78.0%	13.0%	9.0%	1
6 to 10 years	1,789	79.4%	11.2%	9.4%	13
11 to 20 years	1,807	81.3%	11.2%	7.5%	20
More than 20 years	1,644	82.9%	10.7%	6.4%	13

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Less than 1 year	399	89.5%	6.4%	4.2%
1 to 3 years	1,035	87.7%	5.6%	6.7%
4 to 5 years	458	85.4%	9.1%	5.5%
6 to 10 years	1,808	84.4%	8.8%	6.8%
11 to 20 years	1,836	84.9%	8.8%	6.3%
More than 20 years	1,663	86.2%	7.9%	6.0%

General Services Administration Agency Tenure Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Less than 1 year	398	92.1%	4.2%	3.7%
1 to 3 years	1,032	89.7%	5.1%	5.1%
4 to 5 years	457	87.5%	7.1%	5.4%
6 to 10 years	1,800	88.3%	6.6%	5.1%
11 to 20 years	1,831	88.2%	7.1%	4.8%
More than 20 years	1,660	89.3%	5.9%	4.7%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Less than 1 year	400	89.5%	4.5%	6.0%
1 to 3 years	1,030	88.0%	6.2%	5.8%
4 to 5 years	457	86.6%	7.2%	6.2%
6 to 10 years	1,803	87.5%	6.4%	6.1%
11 to 20 years	1,830	88.1%	6.5%	5.5%
More than 20 years	1,657	89.0%	6.2%	4.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Less than 1 year	400	85.7%	8.4%	5.9%
1 to 3 years	1,032	81.1%	9.1%	9.8%
4 to 5 years	457	79.2%	11.7%	9.0%
6 to 10 years	1,802	78.3%	10.7%	11.0%
11 to 20 years	1,831	79.5%	10.9%	9.7%
More than 20 years	1,658	81.2%	10.1%	8.7%

General Services Administration

Agency Tenure Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Less than 1 year	399	86.0%	8.6%	5.5%
1 to 3 years	1,033	81.2%	11.3%	7.5%
4 to 5 years	457	81.2%	12.2%	6.7%
6 to 10 years	1,807	80.9%	12.2%	6.9%
11 to 20 years	1,834	83.1%	10.7%	6.2%
More than 20 years	1,665	84.2%	10.4%	5.4%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Less than 1 year	391	71.5%	16.3%	12.2%	9
1 to 3 years	1,012	62.1%	19.7%	18.3%	20
4 to 5 years	455	54.2%	20.0%	25.7%	3
6 to 10 years	1,780	50.5%	22.4%	27.1%	30
11 to 20 years	1,802	53.9%	23.3%	22.8%	33
More than 20 years	1,629	60.9%	20.4%	18.7%	36

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Less than 1 year	375	80.0%	14.3%	5.8%	22
1 to 3 years	979	72.1%	18.5%	9.4%	53
4 to 5 years	434	62.6%	22.5%	14.8%	23
6 to 10 years	1,708	61.8%	22.0%	16.1%	96
11 to 20 years	1,743	65.3%	20.7%	14.0%	92
More than 20 years	1,582	66.5%	20.6%	12.9%	79

General Services Administration

Agency Tenure Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Less than 1 year	386	86.3%	8.9%	4.8%	13
1 to 3 years	993	78.7%	14.0%	7.4%	31
4 to 5 years	428	75.0%	13.7%	11.3%	22
6 to 10 years	1,705	74.8%	15.7%	9.6%	88
11 to 20 years	1,742	77.1%	14.9%	8.0%	81
More than 20 years	1,590	76.9%	16.1%	7.0%	59

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Less than 1 year	396	85.0%	8.9%	6.1%	3
1 to 3 years	1,018	75.4%	13.1%	11.5%	10
4 to 5 years	452	72.4%	13.4%	14.2%	3
6 to 10 years	1,789	71.0%	15.2%	13.8%	13
11 to 20 years	1,805	74.8%	14.6%	10.7%	22
More than 20 years	1,643	79.0%	13.5%	7.5%	14

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Less than 1 year	384	85.7%	11.6%	2.7%	13
1 to 3 years	995	77.4%	14.8%	7.8%	31
4 to 5 years	438	73.3%	13.7%	13.0%	14
6 to 10 years	1,728	72.3%	16.9%	10.9%	68
11 to 20 years	1,749	77.4%	14.7%	8.0%	77
More than 20 years	1,606	79.4%	14.4%	6.2%	45

General Services Administration Agency Tenure Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Less than 1 year	392	81.1%	12.0%	6.8%	5
1 to 3 years	1,015	71.3%	15.2%	13.6%	14
4 to 5 years	445	63.8%	19.3%	16.8%	9
6 to 10 years	1,772	65.4%	16.9%	17.7%	29
11 to 20 years	1,768	71.0%	15.4%	13.5%	57
More than 20 years	1,631	74.2%	14.6%	11.2%	19

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Less than 1 year	395	81.1%	12.0%	6.9%	5
1 to 3 years	1,009	73.3%	13.9%	12.8%	17
4 to 5 years	441	66.4%	17.2%	16.3%	13
6 to 10 years	1,767	67.4%	16.8%	15.9%	40
11 to 20 years	1,780	72.9%	14.6%	12.5%	47
More than 20 years	1,632	75.3%	15.1%	9.6%	29

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Less than 1 year	379	85.0%	10.0%	5.0%	20
1 to 3 years	992	74.8%	16.5%	8.6%	42
4 to 5 years	440	69.3%	19.4%	11.2%	16
6 to 10 years	1,736	68.5%	19.3%	12.2%	68
11 to 20 years	1,775	72.9%	16.8%	10.3%	58
More than 20 years	1,608	75.1%	16.5%	8.4%	58

General Services Administration

Agency Tenure Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Less than 1 year	389	81.3%	12.2%	6.5%	10
1 to 3 years	1,026	71.3%	19.1%	9.7%	8
4 to 5 years	454	63.6%	18.5%	17.8%	3
6 to 10 years	1,789	60.9%	21.7%	17.3%	19
11 to 20 years	1,810	63.7%	20.8%	15.5%	24
More than 20 years	1,644	67.0%	19.6%	13.4%	20

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Less than 1 year	374	82.3%	11.8%	5.9%	25
1 to 3 years	991	75.4%	15.7%	8.9%	42
4 to 5 years	431	69.3%	19.6%	11.1%	26
6 to 10 years	1,712	72.1%	17.5%	10.4%	95
11 to 20 years	1,742	76.3%	15.3%	8.4%	92
More than 20 years	1,601	77.5%	15.7%	6.8%	66

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Less than 1 year	399	74.1%	15.3%	10.6%
1 to 3 years	1,033	66.6%	18.2%	15.2%
4 to 5 years	457	60.6%	18.9%	20.5%
6 to 10 years	1,806	59.2%	20.1%	20.7%
11 to 20 years	1,830	65.1%	19.0%	15.9%
More than 20 years	1,666	69.6%	17.1%	13.3%

General Services Administration

Agency Tenure Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Less than 1 year	400	75.6%	16.6%	7.8%
1 to 3 years	1,032	68.7%	17.7%	13.6%
4 to 5 years	456	65.2%	18.3%	16.6%
6 to 10 years	1,806	60.2%	21.8%	18.0%
11 to 20 years	1,833	67.1%	18.7%	14.3%
More than 20 years	1,659	70.8%	17.7%	11.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Less than 1 year	399	74.4%	17.7%	7.9%
1 to 3 years	1,031	67.5%	19.5%	13.0%
4 to 5 years	458	59.2%	21.2%	19.7%
6 to 10 years	1,807	57.3%	21.3%	21.4%
11 to 20 years	1,823	63.3%	21.0%	15.7%
More than 20 years	1,658	66.4%	18.9%	14.8%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Less than 1 year	397	73.0%	17.8%	9.2%
1 to 3 years	1,031	61.5%	23.5%	15.0%
4 to 5 years	455	53.1%	23.9%	23.1%
6 to 10 years	1,802	50.7%	27.0%	22.3%
11 to 20 years	1,826	55.6%	26.5%	17.9%
More than 20 years	1,653	60.2%	25.0%	14.8%

General Services Administration

Agency Tenure Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Less than 1 year	399	59.6%	27.3%	13.1%
1 to 3 years	1,033	50.0%	27.6%	22.4%
4 to 5 years	458	39.7%	27.9%	32.4%
6 to 10 years	1,799	41.8%	24.0%	34.2%
11 to 20 years	1,829	48.2%	25.3%	26.5%
More than 20 years	1,655	52.2%	26.2%	21.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Less than 1 year	397	68.8%	12.8%	18.4%
1 to 3 years	1,029	65.9%	18.3%	15.9%
4 to 5 years	457	60.5%	19.1%	20.4%
6 to 10 years	1,798	61.3%	21.0%	17.6%
11 to 20 years	1,829	67.5%	19.3%	13.2%
More than 20 years	1,658	73.1%	16.6%	10.4%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Less than 1 year	398	82.4%	8.7%	9.0%
1 to 3 years	1,031	78.6%	11.1%	10.3%
4 to 5 years	455	73.6%	13.2%	13.2%
6 to 10 years	1,798	72.6%	15.2%	12.2%
11 to 20 years	1,830	76.4%	13.0%	10.6%
More than 20 years	1,657	79.8%	12.4%	7.8%

General Services Administration Agency Tenure Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Less than 1 year	400	62.9%	18.0%	19.0%
1 to 3 years	1,034	68.2%	16.0%	15.8%
4 to 5 years	458	66.2%	17.3%	16.5%
6 to 10 years	1,805	69.9%	13.9%	16.2%
11 to 20 years	1,830	76.6%	12.2%	11.2%
More than 20 years	1,659	77.2%	12.5%	10.3%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Less than 1 year	398	82.3%	11.3%	6.4%
1 to 3 years	1,031	75.9%	13.9%	10.1%
4 to 5 years	457	69.5%	17.3%	13.2%
6 to 10 years	1,807	68.3%	17.9%	13.8%
11 to 20 years	1,833	72.2%	15.8%	12.0%
More than 20 years	1,660	75.3%	15.4%	9.4%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Less than 1 year	392	86.7%	8.3%	3.4%	1.5%
1 to 3 years	1,026	92.2%	4.9%	1.9%	1.0%
4 to 5 years	455	96.1%	2.6%	1.1%	0.2%
6 to 10 years	1,793	96.8%	1.9%	0.5%	0.8%
11 to 20 years	1,821	96.0%	2.8%	0.3%	1.0%
More than 20 years	1,656	93.8%	3.8%	1.3%	1.0%

General Services Administration Agency Tenure Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Less than 1 year	399	18.0%	47.3%	6.4%	11.0%
1 to 3 years	1,034	27.5%	44.8%	8.4%	8.4%
4 to 5 years	457	33.6%	46.0%	6.2%	8.6%
6 to 10 years	1,807	35.9%	44.2%	6.8%	7.7%
11 to 20 years	1,837	39.4%	37.2%	6.2%	9.4%
More than 20 years	1,662	35.8%	35.7%	7.9%	9.4%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Less than 1 year	399	4.4%	0.2%	7.4%	5.2%
1 to 3 years	1,034	2.7%	0.1%	4.5%	3.6%
4 to 5 years	457	1.0%	0.2%	1.1%	3.3%
6 to 10 years	1,807	1.2%	0.2%	1.1%	2.9%
11 to 20 years	1,837	1.8%	0.5%	1.4%	4.1%
More than 20 years	1,662	2.1%	1.0%	2.3%	5.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Less than 1 year	397	62.0%	33.6%	4.4%
1 to 3 years	1,025	64.3%	32.5%	3.1%
4 to 5 years	455	62.4%	34.4%	3.2%
6 to 10 years	1,790	71.5%	26.5%	2.0%
11 to 20 years	1,828	69.8%	28.6%	1.6%
More than 20 years	1,651	66.6%	32.1%	1.3%

General Services Administration Agency Tenure Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Less than 1 year	397	17.4%	71.0%	11.6%
1 to 3 years	1,033	16.8%	71.9%	11.3%
4 to 5 years	454	14.3%	73.5%	12.2%
6 to 10 years	1,803	18.1%	71.9%	10.0%
11 to 20 years	1,824	18.4%	71.4%	10.2%
More than 20 years	1,648	19.5%	71.0%	9.5%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Less than 1 year	396	8.3%	87.2%	4.5%
1 to 3 years	1,026	8.9%	86.6%	4.5%
4 to 5 years	451	10.9%	83.7%	5.5%
6 to 10 years	1,795	11.7%	83.8%	4.4%
11 to 20 years	1,813	11.8%	85.4%	2.8%
More than 20 years	1,648	14.7%	82.8%	2.5%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Less than 1 year	396	3.5%	86.7%	9.8%
1 to 3 years	1,029	3.4%	86.2%	10.3%
4 to 5 years	455	2.9%	84.2%	12.9%
6 to 10 years	1,803	3.4%	85.7%	11.0%
11 to 20 years	1,827	3.2%	87.1%	9.7%
More than 20 years	1,641	2.9%	88.1%	9.0%

General Services Administration Agency Tenure Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Less than 1 year	396	2.5%	89.7%	7.8%
1 to 3 years	1,028	2.0%	87.9%	10.1%
4 to 5 years	456	2.1%	85.4%	12.5%
6 to 10 years	1,803	2.2%	87.1%	10.7%
11 to 20 years	1,824	2.5%	86.5%	10.9%
More than 20 years	1,652	3.1%	86.1%	10.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Less than 1 year	329	87.8%	5.6%	6.5%	1
1 to 3 years	919	88.5%	4.8%	6.8%	3
4 to 5 years	430	91.6%	4.2%	4.2%	1
6 to 10 years	1,703	88.6%	5.2%	6.2%	6
11 to 20 years	1,689	91.4%	4.2%	4.4%	6
More than 20 years	1,490	92.1%	5.3%	2.6%	8

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Less than 1 year	243	96.7%	1.4%	1.9%	1
1 to 3 years	656	95.6%	2.8%	1.6%	5
4 to 5 years	278	97.5%	1.0%	1.5%	3
6 to 10 years	1,271	96.8%	2.5%	0.7%	6
11 to 20 years	1,253	98.1%	1.2%	0.7%	10
More than 20 years	1,081	97.4%	2.1%	0.5%	9

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Agency Tenure Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Less than 1 year	68	80.4%	18.2%	1.5%	3
1 to 3 years	156	85.8%	12.3%	1.9%	16
4 to 5 years	65	84.9%	13.6%	1.5%	3
6 to 10 years	304	84.6%	13.0%	2.4%	28
11 to 20 years	318	85.6%	12.7%	1.6%	29
More than 20 years	297	89.2%	10.2%	0.6%	31

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Less than 1 year	27	66.9%	29.8%	3.3%	7
1 to 3 years	82	89.1%	8.7%	2.2%	16
4 to 5 years	49	89.0%	11.0%	0.0%	5
6 to 10 years	183	81.5%	16.7%	1.8%	37
11 to 20 years	203	84.7%	11.0%	4.4%	32
More than 20 years	219	85.0%	14.1%	0.8%	35

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Less than 1 year	13	82.5%	17.5%	0.0%	4
1 to 3 years	30	75.5%	24.5%	0.0%	10
4 to 5 years	14	91.7%	8.3%	0.0%	1
6 to 10 years	45	67.5%	29.8%	2.7%	21
11 to 20 years	48	89.7%	10.3%	0.0%	21
More than 20 years	36	76.9%	23.1%	0.0%	35

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Agency Tenure Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Less than 1 year	<10	--	--	--	--
1 to 3 years	18	60.8%	34.7%	4.5%	9
4 to 5 years	10	89.0%	11.0%	0.0%	0
6 to 10 years	28	59.6%	40.4%	0.0%	18
11 to 20 years	38	80.7%	19.3%	0.0%	20
More than 20 years	35	86.4%	13.6%	0.0%	28

**The results for this item only include employees who indicated that they participated in this program.*

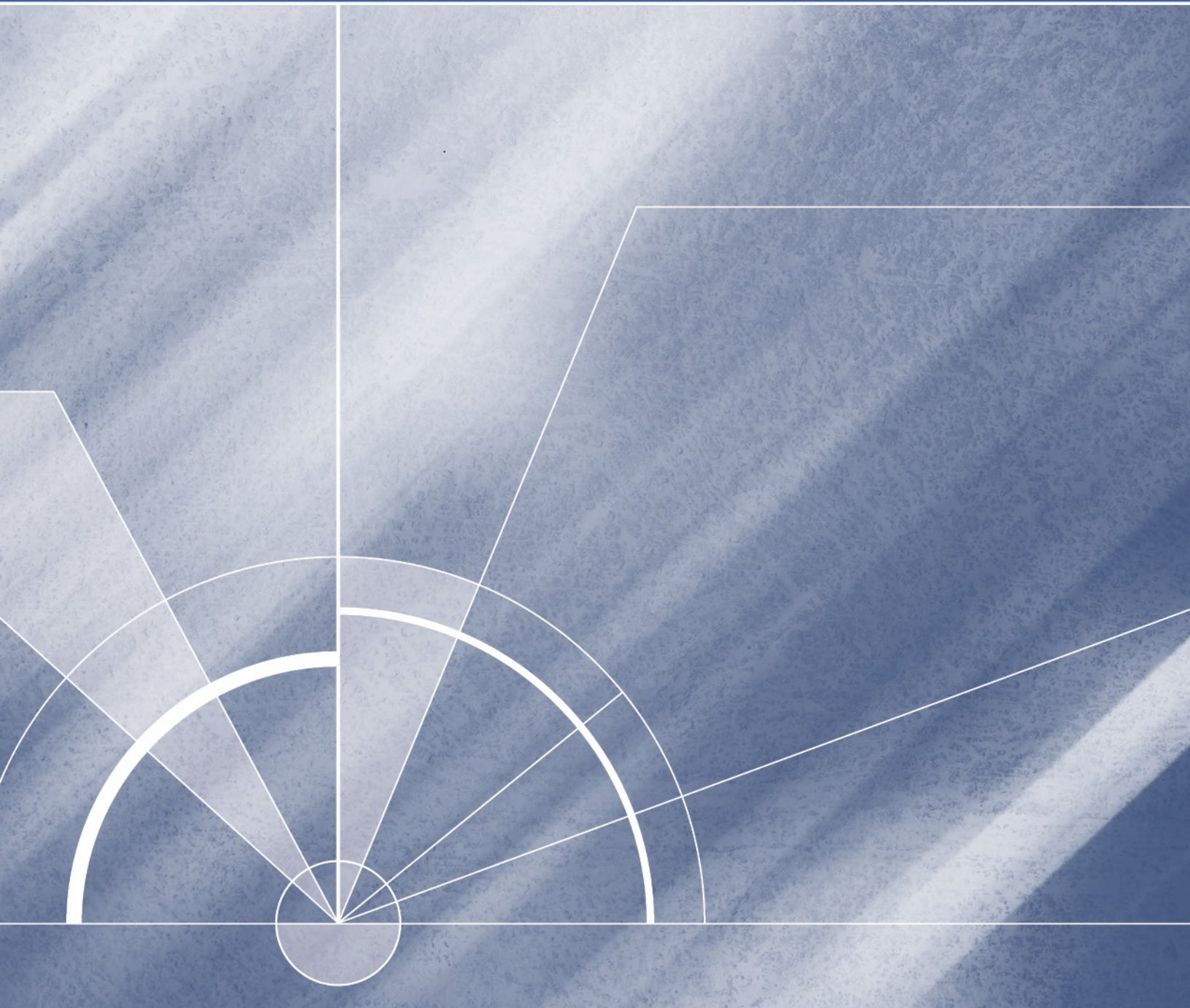
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Disability
Status
Comparison
Report

General Services Administration





General Services Administration Disability Status Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Individuals with a disability	879
Individuals without a disability	6,252

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Individuals with a disability	878	70.2%	12.6%	17.2%
Individuals without a disability	6,242	77.3%	12.2%	10.5%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Individuals with a disability	871	68.2%	15.3%	16.5%
Individuals without a disability	6,213	77.9%	11.9%	10.2%

General Services Administration

Disability Status Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Individuals with a disability	870	65.2%	14.8%	20.0%
Individuals without a disability	6,177	72.9%	13.7%	13.4%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Individuals with a disability	872	72.6%	14.7%	12.7%
Individuals without a disability	6,214	77.7%	13.2%	9.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Individuals with a disability	870	83.6%	9.6%	6.8%
Individuals without a disability	6,181	83.2%	11.7%	5.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Individuals with a disability	864	78.6%	11.7%	9.6%
Individuals without a disability	6,171	84.3%	9.0%	6.7%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Individuals with a disability	871	93.8%	3.6%	2.6%
Individuals without a disability	6,214	96.9%	2.0%	1.1%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Individuals with a disability	875	91.3%	6.7%	2.0%
Individuals without a disability	6,208	92.6%	6.3%	1.1%

General Services Administration

Disability Status Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Individuals with a disability	873	54.3%	15.9%	29.8%	4
Individuals without a disability	6,226	60.2%	14.9%	24.9%	10

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Individuals with a disability	872	59.7%	16.4%	23.8%	4
Individuals without a disability	6,208	67.3%	13.8%	19.0%	9

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Individuals with a disability	854	61.7%	16.2%	22.1%	8
Individuals without a disability	6,130	69.6%	14.2%	16.2%	13

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Individuals with a disability	863	84.3%	9.8%	5.9%	4
Individuals without a disability	6,200	87.8%	7.8%	4.4%	17

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Individuals with a disability	868	88.9%	6.9%	4.1%	0
Individuals without a disability	6,162	90.4%	6.8%	2.7%	9

General Services Administration

Disability Status Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Individuals with a disability	855	69.3%	11.8%	18.9%	13
Individuals without a disability	6,205	74.5%	11.5%	14.0%	20

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Individuals with a disability	856	69.1%	14.8%	16.1%	21
Individuals without a disability	6,110	76.9%	12.7%	10.4%	113

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Individuals with a disability	872	86.7%	10.2%	3.1%	0
Individuals without a disability	6,177	89.8%	7.6%	2.7%	21

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Individuals with a disability	843	64.0%	16.0%	20.0%	33
Individuals without a disability	5,991	75.6%	14.1%	10.4%	224

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Individuals with a disability	862	62.5%	19.4%	18.2%	6
Individuals without a disability	6,186	70.1%	16.6%	13.3%	25

General Services Administration Disability Status Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Individuals with a disability	843	68.9%	14.1%	17.1%	36
Individuals without a disability	6,093	75.7%	12.3%	12.0%	152

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Individuals with a disability	877	80.5%	9.8%	9.6%
Individuals without a disability	6,241	84.4%	9.1%	6.5%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Individuals with a disability	824	44.5%	25.7%	29.8%	54
Individuals without a disability	6,045	51.9%	23.6%	24.4%	196

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Individuals with a disability	796	35.5%	31.4%	33.1%	78
Individuals without a disability	5,812	49.5%	26.9%	23.5%	409

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Individuals with a disability	755	38.6%	31.8%	29.6%	116
Individuals without a disability	5,515	44.8%	29.1%	26.0%	708

General Services Administration

Disability Status Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Individuals with a disability	815	43.8%	25.9%	30.3%	61
Individuals without a disability	5,885	50.0%	27.1%	22.9%	349

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Individuals with a disability	807	45.8%	26.2%	28.0%	68
Individuals without a disability	5,767	54.8%	25.3%	19.9%	447

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Individuals with a disability	871	78.4%	11.9%	9.7%	6
Individuals without a disability	6,199	85.3%	8.4%	6.3%	19

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Individuals with a disability	841	62.7%	23.5%	13.8%	36
Individuals without a disability	6,015	69.3%	21.5%	9.3%	217

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Individuals with a disability	879	85.3%	11.1%	3.6%
Individuals without a disability	6,249	90.3%	8.4%	1.3%

General Services Administration

Disability Status Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Individuals with a disability	858	71.8%	15.9%	12.3%	18
Individuals without a disability	6,159	77.8%	13.4%	8.8%	69

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Individuals with a disability	851	55.6%	20.7%	23.7%	26
Individuals without a disability	6,104	60.2%	21.3%	18.5%	126

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Individuals with a disability	853	54.8%	24.4%	20.8%	24
Individuals without a disability	6,120	64.3%	20.3%	15.5%	100

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Individuals with a disability	836	45.7%	28.0%	26.4%	34
Individuals without a disability	6,028	56.5%	24.3%	19.2%	172

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Individuals with a disability	804	26.8%	32.3%	41.0%	66
Individuals without a disability	5,723	32.3%	31.7%	36.0%	458

General Services Administration Disability Status Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Individuals with a disability	813	61.5%	22.5%	16.0%	61
Individuals without a disability	5,716	66.1%	23.8%	10.1%	500

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Individuals with a disability	855	79.2%	13.1%	7.7%	19
Individuals without a disability	6,089	85.4%	10.3%	4.3%	125

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Individuals with a disability	860	77.7%	13.2%	9.1%	14
Individuals without a disability	6,133	83.4%	11.1%	5.4%	71

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Individuals with a disability	828	58.6%	20.5%	20.9%	45
Individuals without a disability	5,813	67.8%	19.6%	12.6%	396

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Individuals with a disability	806	66.4%	17.7%	15.9%	67
Individuals without a disability	5,713	77.8%	15.6%	6.6%	482

General Services Administration Disability Status Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Individuals with a disability	860	79.4%	12.9%	7.7%	15
Individuals without a disability	6,155	84.4%	11.8%	3.9%	78

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Individuals with a disability	872	72.2%	15.3%	12.4%
Individuals without a disability	6,226	79.4%	14.0%	6.6%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Individuals with a disability	833	52.6%	23.0%	24.4%	45
Individuals without a disability	5,986	58.4%	22.5%	19.2%	261

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Individuals with a disability	876	83.9%	7.3%	8.8%	1
Individuals without a disability	6,221	90.4%	5.5%	4.2%	16

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Individuals with a disability	868	73.4%	12.7%	13.9%	2
Individuals without a disability	6,215	81.2%	10.8%	8.0%	17

General Services Administration Disability Status Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Individuals with a disability	862	72.0%	12.4%	15.6%	10
Individuals without a disability	6,143	78.6%	11.6%	9.8%	58

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Individuals with a disability	819	75.9%	15.0%	9.1%	54
Individuals without a disability	5,842	82.1%	13.7%	4.2%	387

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Individuals with a disability	862	72.2%	13.4%	14.4%	7
Individuals without a disability	6,190	78.0%	12.7%	9.3%	31

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Individuals with a disability	858	74.9%	12.0%	13.1%	11
Individuals without a disability	6,174	82.6%	10.6%	6.8%	49

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Individuals with a disability	878	81.2%	9.1%	9.7%
Individuals without a disability	6,241	86.6%	7.8%	5.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Individuals with a disability	876	83.4%	8.4%	8.2%
Individuals without a disability	6,222	89.8%	5.8%	4.4%

General Services Administration Disability Status Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Individuals with a disability	874	83.2%	8.4%	8.4%
Individuals without a disability	6,223	88.9%	5.9%	5.2%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Individuals with a disability	874	74.4%	12.1%	13.5%
Individuals without a disability	6,226	81.2%	9.9%	8.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Individuals with a disability	875	77.6%	12.0%	10.4%
Individuals without a disability	6,243	83.4%	10.8%	5.8%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Individuals with a disability	859	54.0%	20.2%	25.8%	19
Individuals without a disability	6,132	57.4%	21.2%	21.3%	110

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Individuals with a disability	838	60.9%	19.3%	19.8%	35
Individuals without a disability	5,910	67.3%	20.5%	12.2%	323

General Services Administration

Disability Status Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Individuals with a disability	837	70.5%	15.4%	14.1%	35
Individuals without a disability	5,936	78.2%	14.6%	7.1%	252

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Individuals with a disability	862	71.2%	15.8%	13.0%	13
Individuals without a disability	6,162	76.0%	13.5%	10.5%	51

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Individuals with a disability	845	72.4%	16.6%	11.1%	26
Individuals without a disability	5,985	77.5%	14.6%	7.9%	213

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Individuals with a disability	858	63.5%	18.6%	17.9%	16
Individuals without a disability	6,090	71.6%	15.1%	13.2%	113

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Individuals with a disability	854	66.7%	15.5%	17.8%	22
Individuals without a disability	6,094	73.1%	15.1%	11.8%	127

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Individuals with a disability	843	65.9%	19.2%	14.9%	33
Individuals without a disability	6,012	74.0%	16.9%	9.1%	225

General Services Administration

Disability Status Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Individuals with a disability	864	61.5%	20.8%	17.7%	12
Individuals without a disability	6,170	66.5%	19.8%	13.7%	70

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Individuals with a disability	829	67.6%	17.8%	14.6%	49
Individuals without a disability	5,948	76.5%	15.7%	7.9%	291

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Individuals with a disability	877	57.2%	20.9%	21.9%
Individuals without a disability	6,235	66.4%	18.1%	15.6%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Individuals with a disability	873	61.2%	19.9%	19.0%
Individuals without a disability	6,233	67.8%	18.7%	13.5%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Individuals with a disability	875	55.2%	22.7%	22.1%
Individuals without a disability	6,220	64.7%	19.6%	15.6%

General Services Administration

Disability Status Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Individuals with a disability	871	51.7%	25.3%	23.1%
Individuals without a disability	6,215	58.0%	25.1%	16.9%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Individuals with a disability	873	41.6%	25.1%	33.4%
Individuals without a disability	6,220	49.1%	25.7%	25.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Individuals with a disability	872	59.5%	21.2%	19.4%
Individuals without a disability	6,216	67.9%	18.1%	14.0%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Individuals with a disability	874	71.6%	14.0%	14.4%
Individuals without a disability	6,216	77.6%	12.7%	9.7%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Individuals with a disability	875	67.6%	16.4%	16.0%
Individuals without a disability	6,231	73.4%	13.3%	13.3%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Individuals with a disability	874	68.5%	16.0%	15.5%
Individuals without a disability	6,234	73.8%	15.5%	10.7%

General Services Administration Disability Status Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Individuals with a disability	867	89.8%	5.9%	2.4%	1.9%
Individuals without a disability	6,198	95.3%	3.1%	0.8%	0.8%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Individuals with a disability	874	33.4%	37.0%	7.1%	8.1%
Individuals without a disability	6,243	34.6%	41.3%	7.0%	9.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Individuals with a disability	874	3.3%	1.3%	5.1%	4.8%
Individuals without a disability	6,243	1.8%	0.3%	1.9%	4.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Individuals with a disability	864	66.5%	30.7%	2.8%
Individuals without a disability	6,202	67.9%	30.2%	1.9%

General Services Administration Disability Status Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Individuals with a disability	869	19.0%	69.2%	11.8%
Individuals without a disability	6,211	17.7%	72.0%	10.2%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Individuals with a disability	864	14.8%	80.3%	4.9%
Individuals without a disability	6,187	11.4%	85.1%	3.5%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Individuals with a disability	871	3.0%	84.5%	12.5%
Individuals without a disability	6,200	3.3%	87.0%	9.8%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Individuals with a disability	873	2.6%	85.7%	11.7%
Individuals without a disability	6,208	2.5%	87.1%	10.4%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Individuals with a disability	745	85.4%	7.0%	7.6%	5
Individuals without a disability	5,737	91.0%	4.5%	4.5%	21

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration

Disability Status Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Individuals with a disability	572	93.7%	3.3%	2.9%	4
Individuals without a disability	4,152	97.7%	1.7%	0.6%	29

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Individuals with a disability	159	77.6%	18.9%	3.5%	13
Individuals without a disability	1,028	87.3%	11.4%	1.3%	92

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Individuals with a disability	123	80.2%	16.8%	3.0%	16
Individuals without a disability	637	84.5%	13.3%	2.2%	110

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Individuals with a disability	24	58.2%	41.8%	0.0%	11
Individuals without a disability	162	80.9%	18.4%	0.7%	81

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Individuals with a disability	21	56.7%	43.3%	0.0%	9
Individuals without a disability	114	77.9%	21.5%	0.6%	70

*The results for this item only include employees who indicated that they participated in this program.

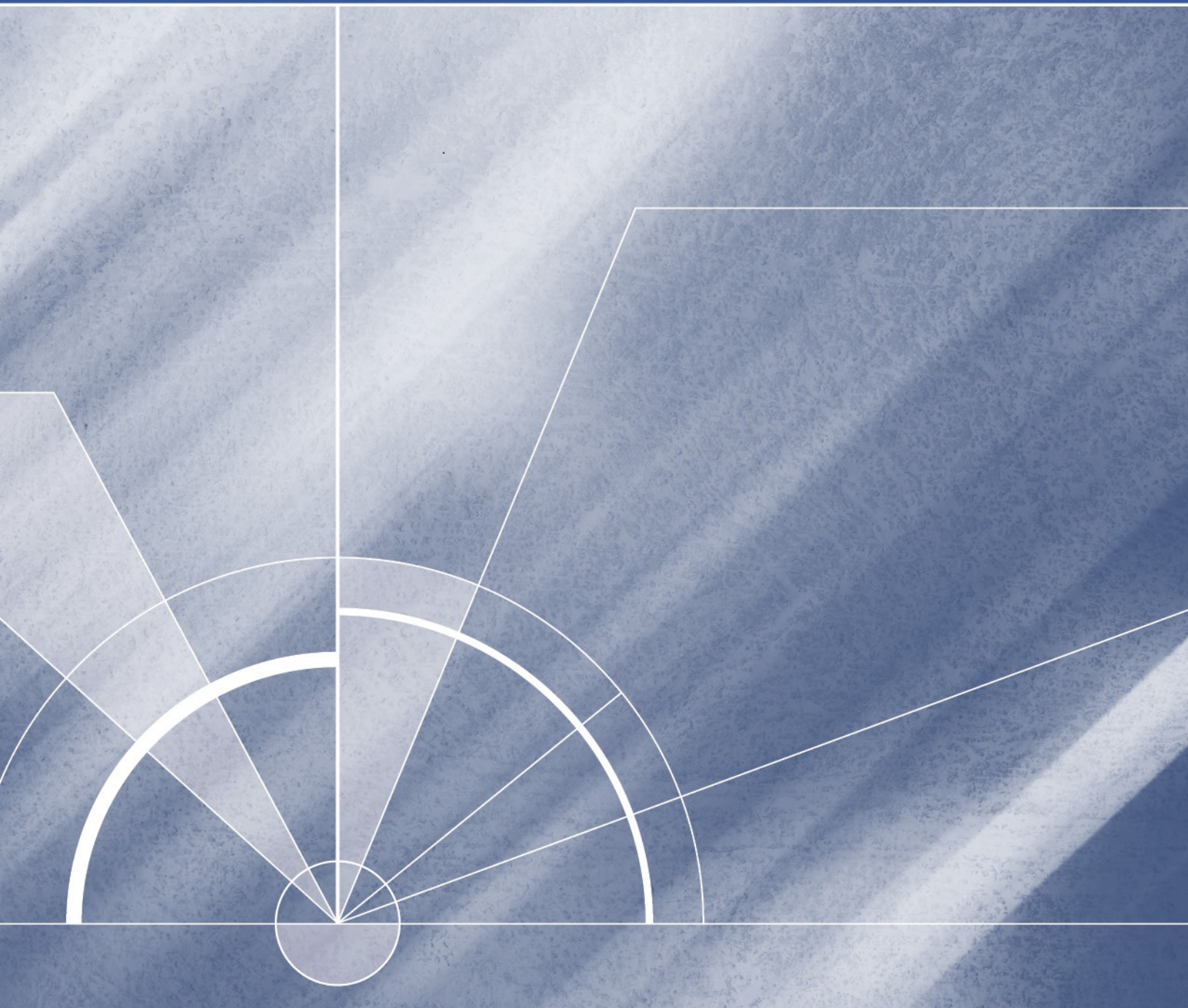
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Education
Level
Comparison
Report

General Services Administration





General Services Administration Education Level Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Less than High School	<10
High School Diploma/GED or equivalent	202
Trade or Technical Certificate	127
Some College (no degree)	786
Associate's Degree (e.g., AA, AS)	377
Bachelor's Degree (e.g., BA, BS)	3,062
Master's Degree (e.g., MA, MS, MBA)	2,364
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

General Services Administration

Education Level Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	78.4%	14.4%	7.1%
Trade or Technical Certificate	127	71.6%	15.3%	13.0%
Some College (no degree)	784	71.8%	16.5%	11.8%
Associate's Degree (e.g., AA, AS)	375	72.6%	15.4%	11.9%
Bachelor's Degree (e.g., BA, BS)	3,058	78.5%	11.5%	10.0%
Master's Degree (e.g., MA, MS, MBA)	2,361	75.7%	11.4%	12.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	75.4%	8.6%	16.0%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	199	81.6%	10.5%	7.9%
Trade or Technical Certificate	127	72.5%	16.2%	11.3%
Some College (no degree)	779	76.6%	14.2%	9.2%
Associate's Degree (e.g., AA, AS)	371	73.7%	14.8%	11.5%
Bachelor's Degree (e.g., BA, BS)	3,050	77.0%	12.6%	10.4%
Master's Degree (e.g., MA, MS, MBA)	2,348	76.0%	11.6%	12.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	79.1%	8.1%	12.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	194	72.3%	18.2%	9.5%
Trade or Technical Certificate	127	69.5%	13.4%	17.1%
Some College (no degree)	773	69.0%	17.5%	13.5%
Associate's Degree (e.g., AA, AS)	373	68.0%	18.3%	13.7%
Bachelor's Degree (e.g., BA, BS)	3,031	72.7%	13.3%	14.0%
Master's Degree (e.g., MA, MS, MBA)	2,340	72.1%	12.5%	15.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	264	71.8%	10.4%	17.8%

General Services Administration

Education Level Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	81.1%	13.3%	5.6%
Trade or Technical Certificate	127	77.2%	13.6%	9.2%
Some College (no degree)	783	79.0%	13.2%	7.8%
Associate's Degree (e.g., AA, AS)	373	76.4%	15.9%	7.7%
Bachelor's Degree (e.g., BA, BS)	3,039	77.3%	13.5%	9.2%
Master's Degree (e.g., MA, MS, MBA)	2,352	75.3%	13.9%	10.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	77.7%	9.0%	13.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	199	86.5%	10.4%	3.1%
Trade or Technical Certificate	126	82.9%	11.5%	5.5%
Some College (no degree)	780	87.1%	9.0%	3.9%
Associate's Degree (e.g., AA, AS)	371	86.7%	9.9%	3.4%
Bachelor's Degree (e.g., BA, BS)	3,029	83.2%	11.8%	5.0%
Master's Degree (e.g., MA, MS, MBA)	2,335	80.7%	12.8%	6.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	265	82.8%	10.3%	6.9%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	86.9%	8.0%	5.0%
Trade or Technical Certificate	124	82.7%	11.9%	5.5%
Some College (no degree)	773	84.7%	10.4%	4.9%
Associate's Degree (e.g., AA, AS)	370	86.2%	7.4%	6.4%
Bachelor's Degree (e.g., BA, BS)	3,020	83.8%	9.7%	6.5%
Master's Degree (e.g., MA, MS, MBA)	2,337	82.3%	9.6%	8.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	81.4%	6.8%	11.8%

General Services Administration

Education Level Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	197	95.5%	2.1%	2.3%
Trade or Technical Certificate	127	94.2%	3.4%	2.3%
Some College (no degree)	779	96.4%	2.8%	0.8%
Associate's Degree (e.g., AA, AS)	372	95.6%	2.5%	1.9%
Bachelor's Degree (e.g., BA, BS)	3,044	96.9%	2.0%	1.1%
Master's Degree (e.g., MA, MS, MBA)	2,355	96.5%	2.1%	1.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	265	95.8%	2.7%	1.5%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	88.3%	11.2%	0.5%
Trade or Technical Certificate	127	90.2%	8.4%	1.5%
Some College (no degree)	781	92.9%	6.1%	1.0%
Associate's Degree (e.g., AA, AS)	371	91.9%	6.8%	1.3%
Bachelor's Degree (e.g., BA, BS)	3,049	92.3%	6.5%	1.2%
Master's Degree (e.g., MA, MS, MBA)	2,342	93.3%	5.5%	1.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	88.7%	9.8%	1.5%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	202	70.8%	16.5%	12.7%	0
Trade or Technical Certificate	127	60.9%	17.4%	21.7%	0
Some College (no degree)	781	63.3%	15.8%	20.8%	1
Associate's Degree (e.g., AA, AS)	374	61.8%	15.8%	22.4%	2
Bachelor's Degree (e.g., BA, BS)	3,049	59.7%	14.7%	25.7%	7
Master's Degree (e.g., MA, MS, MBA)	2,357	56.6%	14.9%	28.5%	3
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	54.2%	14.8%	31.0%	0

General Services Administration

Education Level Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	197	75.9%	14.1%	10.0%	2
Trade or Technical Certificate	127	70.1%	13.3%	16.6%	0
Some College (no degree)	781	69.9%	14.1%	16.1%	1
Associate's Degree (e.g., AA, AS)	373	67.2%	16.4%	16.4%	1
Bachelor's Degree (e.g., BA, BS)	3,041	65.4%	14.1%	20.5%	5
Master's Degree (e.g., MA, MS, MBA)	2,350	65.1%	14.3%	20.6%	3
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	62.1%	12.6%	25.3%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	81.7%	10.6%	7.7%	1
Trade or Technical Certificate	122	68.9%	15.1%	16.0%	0
Some College (no degree)	757	68.1%	17.3%	14.6%	6
Associate's Degree (e.g., AA, AS)	370	70.6%	14.5%	14.9%	1
Bachelor's Degree (e.g., BA, BS)	3,003	69.3%	14.8%	15.9%	7
Master's Degree (e.g., MA, MS, MBA)	2,326	65.5%	14.1%	20.4%	3
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	70.5%	10.6%	18.9%	2

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	88.6%	7.6%	3.8%	1
Trade or Technical Certificate	125	84.2%	8.1%	7.8%	0
Some College (no degree)	776	85.8%	10.2%	4.0%	6
Associate's Degree (e.g., AA, AS)	373	86.3%	10.1%	3.6%	2
Bachelor's Degree (e.g., BA, BS)	3,044	88.1%	7.9%	4.0%	4
Master's Degree (e.g., MA, MS, MBA)	2,340	86.7%	7.8%	5.4%	5
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	88.4%	5.4%	6.2%	2

General Services Administration Education Level Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	197	93.3%	3.7%	3.0%	0
Trade or Technical Certificate	127	95.7%	1.8%	2.5%	0
Some College (no degree)	778	92.1%	5.7%	2.2%	2
Associate's Degree (e.g., AA, AS)	367	92.3%	6.0%	1.7%	1
Bachelor's Degree (e.g., BA, BS)	3,026	89.9%	7.4%	2.6%	3
Master's Degree (e.g., MA, MS, MBA)	2,327	88.4%	7.9%	3.7%	2
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	264	92.3%	5.3%	2.4%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	200	77.2%	11.2%	11.6%	0
Trade or Technical Certificate	127	80.7%	12.1%	7.2%	0
Some College (no degree)	774	74.7%	12.8%	12.4%	7
Associate's Degree (e.g., AA, AS)	373	72.0%	14.5%	13.5%	2
Bachelor's Degree (e.g., BA, BS)	3,039	74.6%	11.1%	14.3%	11
Master's Degree (e.g., MA, MS, MBA)	2,338	72.5%	11.4%	16.0%	10
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	69.0%	11.8%	19.2%	3

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	201	77.5%	14.7%	7.8%	0
Trade or Technical Certificate	126	73.7%	13.6%	12.7%	1
Some College (no degree)	771	73.8%	14.4%	11.8%	12
Associate's Degree (e.g., AA, AS)	369	76.6%	13.6%	9.9%	8
Bachelor's Degree (e.g., BA, BS)	2,996	76.3%	12.7%	11.0%	52
Master's Degree (e.g., MA, MS, MBA)	2,303	75.6%	12.8%	11.7%	49
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	256	76.8%	10.5%	12.7%	11

General Services Administration

Education Level Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	199	85.9%	10.5%	3.6%	0
Trade or Technical Certificate	127	85.7%	9.2%	5.1%	0
Some College (no degree)	780	89.2%	8.8%	2.0%	0
Associate's Degree (e.g., AA, AS)	369	91.3%	6.5%	2.2%	2
Bachelor's Degree (e.g., BA, BS)	3,026	89.9%	7.4%	2.7%	8
Master's Degree (e.g., MA, MS, MBA)	2,342	88.9%	8.3%	2.8%	6
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	263	90.8%	5.7%	3.5%	3

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	194	66.7%	23.7%	9.6%	6
Trade or Technical Certificate	126	65.8%	25.0%	9.2%	1
Some College (no degree)	757	67.7%	19.2%	13.2%	26
Associate's Degree (e.g., AA, AS)	362	68.2%	19.6%	12.3%	14
Bachelor's Degree (e.g., BA, BS)	2,937	76.3%	13.3%	10.5%	108
Master's Degree (e.g., MA, MS, MBA)	2,254	75.4%	12.4%	12.2%	95
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	257	76.7%	10.5%	12.8%	10

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	195	73.8%	17.2%	9.0%	1
Trade or Technical Certificate	126	69.3%	17.9%	12.8%	0
Some College (no degree)	775	68.1%	20.1%	11.8%	5
Associate's Degree (e.g., AA, AS)	370	67.1%	21.2%	11.7%	4
Bachelor's Degree (e.g., BA, BS)	3,032	70.6%	15.7%	13.7%	9
Master's Degree (e.g., MA, MS, MBA)	2,341	67.5%	16.5%	15.9%	9
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	265	67.6%	16.3%	16.2%	1

General Services Administration Education Level Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	201	79.4%	13.5%	7.1%	1
Trade or Technical Certificate	123	71.1%	12.4%	16.6%	4
Some College (no degree)	768	72.7%	16.1%	11.2%	17
Associate's Degree (e.g., AA, AS)	369	76.1%	13.6%	10.3%	8
Bachelor's Degree (e.g., BA, BS)	2,986	75.5%	12.1%	12.4%	72
Master's Degree (e.g., MA, MS, MBA)	2,286	75.0%	11.7%	13.3%	76
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	256	66.7%	13.3%	20.0%	12

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	85.8%	7.2%	7.0%
Trade or Technical Certificate	127	77.0%	15.2%	7.8%
Some College (no degree)	784	81.8%	12.2%	6.1%
Associate's Degree (e.g., AA, AS)	376	82.5%	11.6%	5.9%
Bachelor's Degree (e.g., BA, BS)	3,057	84.3%	8.9%	6.8%
Master's Degree (e.g., MA, MS, MBA)	2,360	84.5%	8.4%	7.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	87.1%	5.8%	7.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	192	55.7%	26.7%	17.7%	9
Trade or Technical Certificate	123	48.3%	30.2%	21.5%	4
Some College (no degree)	745	46.1%	30.4%	23.5%	39
Associate's Degree (e.g., AA, AS)	359	47.2%	30.2%	22.7%	16
Bachelor's Degree (e.g., BA, BS)	2,953	51.0%	24.3%	24.7%	105
Master's Degree (e.g., MA, MS, MBA)	2,289	52.1%	20.4%	27.6%	73
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	261	55.4%	17.4%	27.3%	6

General Services Administration Education Level Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	182	40.0%	41.0%	19.0%	18
Trade or Technical Certificate	125	39.9%	35.9%	24.3%	1
Some College (no degree)	726	37.4%	35.2%	27.4%	57
Associate's Degree (e.g., AA, AS)	343	41.9%	33.9%	24.1%	34
Bachelor's Degree (e.g., BA, BS)	2,843	50.0%	26.3%	23.7%	197
Master's Degree (e.g., MA, MS, MBA)	2,191	49.9%	24.1%	26.0%	165
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	251	54.5%	21.6%	23.9%	16

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	171	43.1%	38.8%	18.1%	26
Trade or Technical Certificate	121	46.0%	26.6%	27.4%	5
Some College (no degree)	683	40.9%	34.1%	25.0%	97
Associate's Degree (e.g., AA, AS)	327	42.0%	33.4%	24.6%	48
Bachelor's Degree (e.g., BA, BS)	2,699	43.8%	29.8%	26.4%	349
Master's Degree (e.g., MA, MS, MBA)	2,084	45.3%	26.8%	27.9%	270
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	234	47.2%	24.9%	27.8%	33

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	195	50.2%	34.2%	15.6%	6
Trade or Technical Certificate	125	51.2%	29.4%	19.4%	2
Some College (no degree)	725	43.0%	32.5%	24.5%	53
Associate's Degree (e.g., AA, AS)	351	49.6%	31.4%	18.9%	26
Bachelor's Degree (e.g., BA, BS)	2,887	50.0%	27.1%	22.9%	169
Master's Degree (e.g., MA, MS, MBA)	2,218	49.5%	24.7%	25.9%	140
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	251	48.7%	20.5%	30.8%	17

General Services Administration

Education Level Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	187	51.7%	31.5%	16.8%	12
Trade or Technical Certificate	121	46.3%	27.9%	25.8%	3
Some College (no degree)	730	45.3%	31.1%	23.6%	50
Associate's Degree (e.g., AA, AS)	342	48.5%	31.0%	20.5%	33
Bachelor's Degree (e.g., BA, BS)	2,824	55.4%	24.9%	19.7%	226
Master's Degree (e.g., MA, MS, MBA)	2,182	55.9%	22.7%	21.4%	170
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	236	55.5%	20.0%	24.5%	29

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	201	78.2%	14.9%	6.9%	0
Trade or Technical Certificate	127	78.1%	13.2%	8.7%	0
Some College (no degree)	776	78.9%	13.0%	8.1%	6
Associate's Degree (e.g., AA, AS)	374	84.7%	8.5%	6.8%	1
Bachelor's Degree (e.g., BA, BS)	3,038	85.8%	7.9%	6.3%	10
Master's Degree (e.g., MA, MS, MBA)	2,346	85.2%	7.8%	7.0%	6
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	263	88.6%	6.0%	5.4%	2

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	194	70.6%	22.2%	7.2%	6
Trade or Technical Certificate	125	65.2%	22.3%	12.6%	2
Some College (no degree)	749	63.2%	27.7%	9.1%	32
Associate's Degree (e.g., AA, AS)	366	66.8%	22.1%	11.1%	11
Bachelor's Degree (e.g., BA, BS)	2,952	69.9%	20.9%	9.2%	101
Master's Degree (e.g., MA, MS, MBA)	2,265	67.9%	21.3%	10.8%	93
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	258	70.2%	19.4%	10.3%	10

General Services Administration Education Level Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	89.1%	9.8%	1.1%
Trade or Technical Certificate	127	80.5%	17.1%	2.5%
Some College (no degree)	786	90.2%	9.0%	0.8%
Associate's Degree (e.g., AA, AS)	377	88.7%	8.9%	2.4%
Bachelor's Degree (e.g., BA, BS)	3,060	90.0%	8.5%	1.5%
Master's Degree (e.g., MA, MS, MBA)	2,363	89.6%	8.8%	1.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	92.0%	5.0%	2.9%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	193	78.9%	18.1%	3.0%	8
Trade or Technical Certificate	125	74.9%	15.2%	9.9%	1
Some College (no degree)	772	74.6%	18.8%	6.6%	12
Associate's Degree (e.g., AA, AS)	371	75.6%	17.0%	7.4%	3
Bachelor's Degree (e.g., BA, BS)	3,018	78.4%	12.8%	8.9%	31
Master's Degree (e.g., MA, MS, MBA)	2,328	76.9%	12.2%	10.9%	29
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	263	70.3%	12.6%	17.1%	4

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	196	63.4%	23.5%	13.1%	5
Trade or Technical Certificate	126	58.1%	23.5%	18.4%	1
Some College (no degree)	761	55.5%	26.9%	17.5%	18
Associate's Degree (e.g., AA, AS)	359	62.1%	21.5%	16.4%	15
Bachelor's Degree (e.g., BA, BS)	3,002	60.1%	21.1%	18.8%	55
Master's Degree (e.g., MA, MS, MBA)	2,311	59.7%	19.4%	20.8%	46
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	258	51.0%	20.4%	28.6%	9

General Services Administration

Education Level Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	194	61.2%	26.4%	12.4%	8
Trade or Technical Certificate	124	56.4%	23.8%	19.8%	1
Some College (no degree)	771	56.4%	25.0%	18.5%	13
Associate's Degree (e.g., AA, AS)	365	61.4%	25.6%	12.9%	12
Bachelor's Degree (e.g., BA, BS)	3,002	64.9%	20.7%	14.5%	46
Master's Degree (e.g., MA, MS, MBA)	2,314	63.9%	18.5%	17.6%	35
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	261	58.3%	19.3%	22.5%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	187	55.5%	27.4%	17.1%	10
Trade or Technical Certificate	125	48.0%	30.5%	21.5%	2
Some College (no degree)	745	48.3%	29.8%	21.9%	34
Associate's Degree (e.g., AA, AS)	353	53.4%	26.4%	20.2%	21
Bachelor's Degree (e.g., BA, BS)	2,973	56.7%	24.7%	18.6%	64
Master's Degree (e.g., MA, MS, MBA)	2,282	56.0%	22.9%	21.1%	63
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	254	51.7%	20.4%	27.9%	12

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	176	31.6%	39.5%	28.9%	16
Trade or Technical Certificate	122	32.1%	36.2%	31.7%	5
Some College (no degree)	718	29.9%	34.4%	35.8%	59
Associate's Degree (e.g., AA, AS)	345	30.4%	36.0%	33.7%	29
Bachelor's Degree (e.g., BA, BS)	2,823	31.4%	32.2%	36.4%	213
Master's Degree (e.g., MA, MS, MBA)	2,159	32.7%	28.7%	38.6%	178
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	237	29.6%	30.2%	40.3%	27

General Services Administration Education Level Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	190	56.8%	34.3%	8.9%	10
Trade or Technical Certificate	119	60.7%	32.5%	6.7%	6
Some College (no degree)	727	58.5%	30.8%	10.8%	52
Associate's Degree (e.g., AA, AS)	344	63.5%	25.3%	11.2%	33
Bachelor's Degree (e.g., BA, BS)	2,793	68.2%	22.2%	9.7%	251
Master's Degree (e.g., MA, MS, MBA)	2,165	66.0%	21.9%	12.0%	187
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	241	66.3%	18.9%	14.9%	25

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	80.1%	14.1%	5.8%	4
Trade or Technical Certificate	125	77.8%	15.5%	6.7%	1
Some College (no degree)	772	78.3%	15.9%	5.8%	9
Associate's Degree (e.g., AA, AS)	370	82.7%	12.4%	4.9%	5
Bachelor's Degree (e.g., BA, BS)	2,984	86.5%	9.9%	3.5%	57
Master's Degree (e.g., MA, MS, MBA)	2,287	85.7%	9.2%	5.1%	65
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	85.6%	8.1%	6.3%	5

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	84.9%	10.1%	5.0%	2
Trade or Technical Certificate	127	83.7%	11.7%	4.6%	0
Some College (no degree)	773	80.2%	13.7%	6.1%	6
Associate's Degree (e.g., AA, AS)	368	81.5%	12.0%	6.5%	4
Bachelor's Degree (e.g., BA, BS)	3,005	83.8%	11.3%	4.9%	39
Master's Degree (e.g., MA, MS, MBA)	2,316	82.3%	11.2%	6.6%	31
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	81.4%	10.2%	8.4%	3

General Services Administration

Education Level Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	189	66.6%	24.7%	8.7%	12
Trade or Technical Certificate	122	60.9%	22.3%	16.8%	5
Some College (no degree)	727	57.7%	27.6%	14.6%	51
Associate's Degree (e.g., AA, AS)	346	64.6%	24.7%	10.7%	28
Bachelor's Degree (e.g., BA, BS)	2,860	68.7%	19.2%	12.1%	185
Master's Degree (e.g., MA, MS, MBA)	2,197	66.9%	17.4%	15.7%	150
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	249	73.1%	11.4%	15.4%	15

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	182	74.7%	23.3%	2.0%	13
Trade or Technical Certificate	119	64.1%	24.6%	11.3%	8
Some College (no degree)	724	66.7%	23.5%	9.8%	52
Associate's Degree (e.g., AA, AS)	344	73.1%	20.4%	6.6%	30
Bachelor's Degree (e.g., BA, BS)	2,811	79.4%	14.4%	6.2%	230
Master's Degree (e.g., MA, MS, MBA)	2,141	76.6%	14.2%	9.2%	202
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	244	80.8%	8.5%	10.6%	21

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	195	81.2%	13.6%	5.2%	6
Trade or Technical Certificate	125	78.7%	14.4%	6.9%	2
Some College (no degree)	765	81.2%	15.7%	3.1%	16
Associate's Degree (e.g., AA, AS)	372	80.0%	15.5%	4.5%	3
Bachelor's Degree (e.g., BA, BS)	3,016	85.0%	11.2%	3.9%	38
Master's Degree (e.g., MA, MS, MBA)	2,338	83.7%	11.4%	4.9%	21
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	264	85.0%	9.5%	5.5%	2

General Services Administration Education Level Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	79.7%	15.1%	5.3%
Trade or Technical Certificate	125	78.5%	12.9%	8.6%
Some College (no degree)	778	73.5%	19.4%	7.0%
Associate's Degree (e.g., AA, AS)	373	77.8%	13.6%	8.6%
Bachelor's Degree (e.g., BA, BS)	3,051	80.0%	13.5%	6.5%
Master's Degree (e.g., MA, MS, MBA)	2,355	78.6%	13.4%	8.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	75.5%	13.3%	11.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	190	61.2%	25.5%	13.3%	12
Trade or Technical Certificate	122	55.5%	22.6%	21.9%	5
Some College (no degree)	748	54.0%	27.9%	18.1%	38
Associate's Degree (e.g., AA, AS)	361	55.0%	26.0%	19.0%	15
Bachelor's Degree (e.g., BA, BS)	2,934	58.3%	22.3%	19.4%	125
Master's Degree (e.g., MA, MS, MBA)	2,257	59.1%	20.3%	20.6%	107
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	257	48.7%	22.3%	29.0%	10

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	201	88.2%	6.1%	5.7%	1
Trade or Technical Certificate	126	85.3%	6.6%	8.1%	0
Some College (no degree)	784	85.5%	8.7%	5.8%	2
Associate's Degree (e.g., AA, AS)	374	88.6%	6.5%	5.0%	1
Bachelor's Degree (e.g., BA, BS)	3,052	90.4%	5.7%	3.9%	5
Master's Degree (e.g., MA, MS, MBA)	2,349	90.6%	4.4%	5.0%	8
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	88.2%	4.3%	7.5%	0

General Services Administration Education Level Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	200	76.1%	18.1%	5.8%	0
Trade or Technical Certificate	127	77.7%	10.2%	12.1%	0
Some College (no degree)	780	77.1%	15.1%	7.8%	3
Associate's Degree (e.g., AA, AS)	371	77.1%	14.6%	8.4%	3
Bachelor's Degree (e.g., BA, BS)	3,047	81.3%	10.5%	8.2%	7
Master's Degree (e.g., MA, MS, MBA)	2,347	81.0%	9.5%	9.5%	4
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	81.1%	5.9%	13.0%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	75.1%	16.3%	8.6%	1
Trade or Technical Certificate	123	77.2%	12.8%	10.0%	2
Some College (no degree)	773	75.2%	14.2%	10.5%	4
Associate's Degree (e.g., AA, AS)	371	75.7%	13.4%	10.9%	4
Bachelor's Degree (e.g., BA, BS)	3,006	78.7%	11.6%	9.7%	30
Master's Degree (e.g., MA, MS, MBA)	2,327	78.4%	10.6%	11.0%	22
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	77.0%	7.4%	15.7%	3

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	191	76.7%	18.2%	5.1%	9
Trade or Technical Certificate	116	81.8%	13.5%	4.7%	11
Some College (no degree)	741	76.1%	17.7%	6.1%	41
Associate's Degree (e.g., AA, AS)	355	77.7%	18.0%	4.3%	20
Bachelor's Degree (e.g., BA, BS)	2,855	82.8%	12.9%	4.3%	192
Master's Degree (e.g., MA, MS, MBA)	2,202	82.1%	13.0%	4.9%	156
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	248	83.8%	10.9%	5.3%	18

General Services Administration

Education Level Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	197	76.6%	15.6%	7.7%	1
Trade or Technical Certificate	126	76.8%	13.6%	9.7%	0
Some College (no degree)	773	76.1%	14.9%	8.9%	3
Associate's Degree (e.g., AA, AS)	374	76.8%	13.3%	10.0%	2
Bachelor's Degree (e.g., BA, BS)	3,035	78.0%	12.8%	9.2%	15
Master's Degree (e.g., MA, MS, MBA)	2,336	76.6%	12.1%	11.3%	14
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	80.2%	6.3%	13.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	79.3%	13.5%	7.1%	3
Trade or Technical Certificate	127	78.2%	11.5%	10.3%	0
Some College (no degree)	771	77.8%	13.5%	8.8%	8
Associate's Degree (e.g., AA, AS)	369	80.0%	12.9%	7.0%	4
Bachelor's Degree (e.g., BA, BS)	3,023	82.8%	10.5%	6.7%	23
Master's Degree (e.g., MA, MS, MBA)	2,333	82.3%	9.7%	8.0%	20
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	264	79.5%	9.7%	10.7%	3

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	201	81.2%	13.7%	5.1%
Trade or Technical Certificate	126	86.7%	8.4%	5.0%
Some College (no degree)	782	83.7%	10.5%	5.8%
Associate's Degree (e.g., AA, AS)	376	85.4%	8.3%	6.4%
Bachelor's Degree (e.g., BA, BS)	3,059	86.6%	7.7%	5.7%
Master's Degree (e.g., MA, MS, MBA)	2,362	86.2%	6.8%	7.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	84.6%	7.0%	8.4%

General Services Administration

Education Level Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	83.8%	11.4%	4.8%
Trade or Technical Certificate	126	87.8%	7.4%	4.8%
Some College (no degree)	782	88.5%	6.8%	4.7%
Associate's Degree (e.g., AA, AS)	375	86.5%	8.6%	4.9%
Bachelor's Degree (e.g., BA, BS)	3,051	89.8%	5.7%	4.5%
Master's Degree (e.g., MA, MS, MBA)	2,352	89.0%	5.8%	5.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	88.5%	4.8%	6.7%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	198	87.4%	9.1%	3.6%
Trade or Technical Certificate	126	86.6%	8.7%	4.7%
Some College (no degree)	781	86.2%	7.8%	6.0%
Associate's Degree (e.g., AA, AS)	376	87.5%	8.0%	4.5%
Bachelor's Degree (e.g., BA, BS)	3,051	89.0%	6.2%	4.8%
Master's Degree (e.g., MA, MS, MBA)	2,353	88.2%	5.3%	6.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	86.7%	4.6%	8.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	79.5%	11.9%	8.6%
Trade or Technical Certificate	125	78.5%	12.0%	9.6%
Some College (no degree)	782	75.9%	14.4%	9.7%
Associate's Degree (e.g., AA, AS)	374	77.5%	13.7%	8.8%
Bachelor's Degree (e.g., BA, BS)	3,049	81.8%	9.5%	8.8%
Master's Degree (e.g., MA, MS, MBA)	2,356	80.3%	9.4%	10.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	82.0%	5.5%	12.5%

General Services Administration Education Level Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	82.0%	13.9%	4.1%
Trade or Technical Certificate	126	78.6%	13.6%	7.8%
Some College (no degree)	784	82.0%	12.3%	5.7%
Associate's Degree (e.g., AA, AS)	374	82.2%	12.5%	5.3%
Bachelor's Degree (e.g., BA, BS)	3,060	83.3%	10.9%	5.7%
Master's Degree (e.g., MA, MS, MBA)	2,359	82.4%	10.1%	7.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	81.6%	10.8%	7.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	193	66.6%	22.2%	11.2%	8
Trade or Technical Certificate	126	56.8%	24.0%	19.2%	1
Some College (no degree)	761	55.4%	25.2%	19.4%	21
Associate's Degree (e.g., AA, AS)	364	62.5%	18.8%	18.7%	13
Bachelor's Degree (e.g., BA, BS)	3,014	56.8%	21.8%	21.4%	45
Master's Degree (e.g., MA, MS, MBA)	2,327	56.6%	19.1%	24.3%	34
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	50.6%	19.3%	30.1%	6

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	190	69.1%	19.8%	11.1%	11
Trade or Technical Certificate	123	61.3%	23.8%	14.9%	3
Some College (no degree)	743	59.2%	24.6%	16.2%	36
Associate's Degree (e.g., AA, AS)	356	65.9%	21.4%	12.7%	21
Bachelor's Degree (e.g., BA, BS)	2,905	68.2%	20.5%	11.3%	147
Master's Degree (e.g., MA, MS, MBA)	2,233	67.1%	18.5%	14.3%	125
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	251	63.4%	18.9%	17.7%	17

General Services Administration

Education Level Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	187	79.4%	15.2%	5.3%	12
Trade or Technical Certificate	124	73.4%	18.5%	8.0%	3
Some College (no degree)	745	73.1%	18.0%	8.9%	35
Associate's Degree (e.g., AA, AS)	357	75.8%	17.4%	6.8%	15
Bachelor's Degree (e.g., BA, BS)	2,909	78.2%	15.0%	6.7%	122
Master's Degree (e.g., MA, MS, MBA)	2,253	76.9%	13.3%	9.8%	88
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	246	80.2%	10.3%	9.5%	19

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	199	72.1%	21.2%	6.6%	2
Trade or Technical Certificate	125	69.7%	19.0%	11.3%	1
Some College (no degree)	769	71.0%	18.0%	11.0%	12
Associate's Degree (e.g., AA, AS)	373	77.4%	13.7%	8.9%	4
Bachelor's Degree (e.g., BA, BS)	3,021	77.5%	13.3%	9.2%	22
Master's Degree (e.g., MA, MS, MBA)	2,332	74.9%	12.2%	12.9%	17
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	261	69.6%	14.5%	15.9%	6

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	193	74.2%	19.8%	5.9%	8
Trade or Technical Certificate	121	72.6%	19.7%	7.7%	4
Some College (no degree)	741	72.9%	18.6%	8.4%	33
Associate's Degree (e.g., AA, AS)	365	78.8%	13.2%	8.0%	9
Bachelor's Degree (e.g., BA, BS)	2,947	78.4%	14.1%	7.5%	93
Master's Degree (e.g., MA, MS, MBA)	2,268	76.6%	14.2%	9.2%	75
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	249	71.9%	17.4%	10.8%	18

General Services Administration Education Level Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	196	69.1%	19.5%	11.4%	5
Trade or Technical Certificate	123	65.7%	20.5%	13.9%	2
Some College (no degree)	757	67.0%	19.4%	13.7%	21
Associate's Degree (e.g., AA, AS)	369	70.3%	15.8%	13.9%	5
Bachelor's Degree (e.g., BA, BS)	2,985	72.0%	15.1%	12.9%	53
Master's Degree (e.g., MA, MS, MBA)	2,313	70.6%	14.6%	14.7%	38
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	256	67.4%	12.5%	20.2%	9

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	197	68.3%	20.5%	11.2%	2
Trade or Technical Certificate	123	67.9%	19.7%	12.4%	4
Some College (no degree)	754	66.2%	20.9%	12.9%	25
Associate's Degree (e.g., AA, AS)	368	71.5%	14.6%	13.9%	8
Bachelor's Degree (e.g., BA, BS)	2,986	73.6%	15.0%	11.4%	61
Master's Degree (e.g., MA, MS, MBA)	2,316	73.3%	13.4%	13.3%	40
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	259	70.5%	10.8%	18.7%	9

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	194	72.5%	20.0%	7.5%	7
Trade or Technical Certificate	121	66.3%	19.8%	13.8%	5
Some College (no degree)	746	69.8%	18.6%	11.6%	37
Associate's Degree (e.g., AA, AS)	359	72.7%	19.6%	7.7%	16
Bachelor's Degree (e.g., BA, BS)	2,947	75.3%	16.3%	8.4%	111
Master's Degree (e.g., MA, MS, MBA)	2,293	71.2%	17.7%	11.1%	64
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	247	71.9%	13.3%	14.8%	20

General Services Administration Education Level Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	199	72.3%	16.9%	10.8%	3
Trade or Technical Certificate	126	63.9%	24.4%	11.6%	1
Some College (no degree)	767	62.6%	23.3%	14.1%	16
Associate's Degree (e.g., AA, AS)	372	66.7%	20.9%	12.4%	4
Bachelor's Degree (e.g., BA, BS)	3,017	67.6%	19.3%	13.1%	35
Master's Degree (e.g., MA, MS, MBA)	2,341	64.6%	19.0%	16.3%	22
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	265	59.3%	22.1%	18.7%	3

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	189	69.9%	23.8%	6.4%	11
Trade or Technical Certificate	123	69.5%	24.9%	5.6%	4
Some College (no degree)	736	68.4%	21.4%	10.2%	46
Associate's Degree (e.g., AA, AS)	358	73.8%	16.7%	9.4%	18
Bachelor's Degree (e.g., BA, BS)	2,906	78.1%	14.4%	7.5%	154
Master's Degree (e.g., MA, MS, MBA)	2,263	76.6%	14.5%	8.8%	97
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	253	63.3%	19.6%	17.0%	14

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	202	73.5%	18.3%	8.2%
Trade or Technical Certificate	126	67.8%	19.2%	13.0%
Some College (no degree)	783	62.8%	20.9%	16.3%
Associate's Degree (e.g., AA, AS)	375	62.8%	21.4%	15.8%
Bachelor's Degree (e.g., BA, BS)	3,054	66.3%	18.4%	15.4%
Master's Degree (e.g., MA, MS, MBA)	2,360	63.5%	18.0%	18.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	64.1%	13.8%	22.1%

General Services Administration

Education Level Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	68.9%	21.2%	9.8%
Trade or Technical Certificate	127	66.5%	19.1%	14.4%
Some College (no degree)	781	63.4%	22.7%	13.9%
Associate's Degree (e.g., AA, AS)	377	66.9%	19.7%	13.4%
Bachelor's Degree (e.g., BA, BS)	3,050	68.5%	18.5%	13.0%
Master's Degree (e.g., MA, MS, MBA)	2,358	66.2%	17.9%	15.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	63.1%	17.0%	19.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	68.2%	20.1%	11.7%
Trade or Technical Certificate	126	64.1%	15.1%	20.8%
Some College (no degree)	778	58.8%	24.2%	17.0%
Associate's Degree (e.g., AA, AS)	374	62.1%	23.9%	13.9%
Bachelor's Degree (e.g., BA, BS)	3,051	65.0%	19.5%	15.5%
Master's Degree (e.g., MA, MS, MBA)	2,355	62.9%	19.8%	17.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	60.9%	17.0%	22.1%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	201	66.0%	22.7%	11.3%
Trade or Technical Certificate	126	58.3%	27.1%	14.7%
Some College (no degree)	776	53.6%	29.2%	17.2%
Associate's Degree (e.g., AA, AS)	373	56.3%	25.5%	18.2%
Bachelor's Degree (e.g., BA, BS)	3,048	58.2%	25.1%	16.6%
Master's Degree (e.g., MA, MS, MBA)	2,350	56.7%	23.8%	19.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	51.6%	24.0%	24.4%

General Services Administration Education Level Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	55.3%	28.3%	16.4%
Trade or Technical Certificate	127	51.6%	25.6%	22.8%
Some College (no degree)	778	45.1%	29.7%	25.2%
Associate's Degree (e.g., AA, AS)	376	51.1%	26.5%	22.4%
Bachelor's Degree (e.g., BA, BS)	3,045	49.1%	25.7%	25.2%
Master's Degree (e.g., MA, MS, MBA)	2,355	46.8%	24.0%	29.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	40.6%	28.9%	30.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	197	73.6%	15.4%	10.9%
Trade or Technical Certificate	127	70.5%	16.9%	12.6%
Some College (no degree)	782	65.6%	21.9%	12.5%
Associate's Degree (e.g., AA, AS)	375	65.6%	19.4%	15.0%
Bachelor's Degree (e.g., BA, BS)	3,046	67.3%	18.7%	13.9%
Master's Degree (e.g., MA, MS, MBA)	2,349	65.5%	17.8%	16.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	66.1%	16.7%	17.2%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	201	83.6%	11.9%	4.4%
Trade or Technical Certificate	126	78.5%	11.2%	10.3%
Some College (no degree)	780	76.8%	15.3%	7.9%
Associate's Degree (e.g., AA, AS)	377	77.1%	14.9%	8.0%
Bachelor's Degree (e.g., BA, BS)	3,046	77.4%	13.2%	9.4%
Master's Degree (e.g., MA, MS, MBA)	2,348	75.4%	11.9%	12.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	74.0%	11.4%	14.6%

General Services Administration

Education Level Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	200	71.0%	19.1%	10.0%
Trade or Technical Certificate	124	75.7%	14.0%	10.3%
Some College (no degree)	782	73.3%	13.4%	13.3%
Associate's Degree (e.g., AA, AS)	377	73.9%	13.9%	12.2%
Bachelor's Degree (e.g., BA, BS)	3,052	73.9%	13.6%	12.5%
Master's Degree (e.g., MA, MS, MBA)	2,360	71.0%	13.9%	15.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	266	64.2%	13.4%	22.3%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	201	78.9%	14.1%	7.0%
Trade or Technical Certificate	127	74.9%	15.2%	10.0%
Some College (no degree)	781	70.1%	20.1%	9.8%
Associate's Degree (e.g., AA, AS)	374	73.1%	16.4%	10.5%
Bachelor's Degree (e.g., BA, BS)	3,053	74.1%	15.1%	10.8%
Master's Degree (e.g., MA, MS, MBA)	2,358	72.0%	14.9%	13.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	268	68.9%	18.0%	13.1%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	198	79.3%	11.3%	5.1%	4.2%
Trade or Technical Certificate	127	82.0%	13.1%	2.0%	2.9%
Some College (no degree)	775	90.8%	6.1%	1.6%	1.4%
Associate's Degree (e.g., AA, AS)	373	90.4%	7.3%	1.9%	0.3%
Bachelor's Degree (e.g., BA, BS)	3,035	95.8%	2.6%	0.8%	0.8%
Master's Degree (e.g., MA, MS, MBA)	2,349	97.1%	1.5%	0.6%	0.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	263	98.1%	1.1%	0.3%	0.5%

General Services Administration Education Level Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	200	26.7%	24.5%	6.3%	8.0%
Trade or Technical Certificate	127	13.4%	28.5%	11.4%	18.7%
Some College (no degree)	784	40.1%	30.7%	8.0%	8.0%
Associate's Degree (e.g., AA, AS)	377	32.8%	32.1%	7.7%	12.6%
Bachelor's Degree (e.g., BA, BS)	3,056	32.3%	44.8%	7.0%	9.0%
Master's Degree (e.g., MA, MS, MBA)	2,360	39.3%	41.9%	6.4%	7.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	21.4%	49.6%	7.8%	15.9%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	200	7.2%	3.0%	7.3%	17.1%
Trade or Technical Certificate	127	6.9%	2.5%	8.6%	10.1%
Some College (no degree)	784	3.3%	1.0%	3.8%	5.0%
Associate's Degree (e.g., AA, AS)	377	4.9%	1.0%	3.4%	5.6%
Bachelor's Degree (e.g., BA, BS)	3,056	1.5%	0.1%	1.6%	3.7%
Master's Degree (e.g., MA, MS, MBA)	2,360	0.8%	0.3%	1.7%	2.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	0.0%	0.0%	0.7%	4.6%

General Services Administration Education Level Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	198	63.7%	32.4%	3.9%
Trade or Technical Certificate	127	63.5%	32.8%	3.6%
Some College (no degree)	780	67.0%	31.0%	2.1%
Associate's Degree (e.g., AA, AS)	373	64.0%	33.1%	2.9%
Bachelor's Degree (e.g., BA, BS)	3,036	68.5%	29.6%	1.9%
Master's Degree (e.g., MA, MS, MBA)	2,344	68.7%	29.7%	1.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	62.8%	33.0%	4.3%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	198	23.2%	70.4%	6.4%
Trade or Technical Certificate	126	20.8%	62.8%	16.4%
Some College (no degree)	778	17.4%	72.7%	9.9%
Associate's Degree (e.g., AA, AS)	374	15.8%	70.7%	13.4%
Bachelor's Degree (e.g., BA, BS)	3,041	16.9%	71.7%	11.4%
Master's Degree (e.g., MA, MS, MBA)	2,354	18.9%	71.7%	9.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	263	19.5%	74.1%	6.4%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	198	15.1%	81.4%	3.5%
Trade or Technical Certificate	124	13.4%	80.3%	6.3%
Some College (no degree)	773	15.7%	81.5%	2.8%
Associate's Degree (e.g., AA, AS)	371	11.9%	83.7%	4.3%
Bachelor's Degree (e.g., BA, BS)	3,032	11.1%	84.8%	4.0%
Master's Degree (e.g., MA, MS, MBA)	2,343	11.3%	85.0%	3.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	264	5.7%	92.8%	1.5%

General Services Administration Education Level Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	199	4.6%	86.2%	9.3%
Trade or Technical Certificate	126	4.2%	82.0%	13.7%
Some College (no degree)	775	2.6%	88.6%	8.9%
Associate's Degree (e.g., AA, AS)	373	1.7%	85.4%	12.9%
Bachelor's Degree (e.g., BA, BS)	3,041	2.9%	86.8%	10.4%
Master's Degree (e.g., MA, MS, MBA)	2,350	4.2%	85.8%	10.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	262	1.6%	90.0%	8.5%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	199	4.7%	86.7%	8.6%
Trade or Technical Certificate	125	3.4%	83.1%	13.5%
Some College (no degree)	778	2.6%	86.7%	10.8%
Associate's Degree (e.g., AA, AS)	376	2.4%	84.7%	12.8%
Bachelor's Degree (e.g., BA, BS)	3,041	2.4%	86.7%	10.9%
Master's Degree (e.g., MA, MS, MBA)	2,351	2.5%	87.2%	10.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	265	0.8%	89.6%	9.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	137	91.4%	5.4%	3.3%	2
Trade or Technical Certificate	93	82.5%	12.7%	4.8%	1
Some College (no degree)	682	89.1%	5.9%	5.0%	3
Associate's Degree (e.g., AA, AS)	317	86.8%	8.0%	5.2%	3
Bachelor's Degree (e.g., BA, BS)	2,831	91.2%	4.4%	4.4%	11
Master's Degree (e.g., MA, MS, MBA)	2,226	91.2%	4.2%	4.5%	6
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	253	80.9%	5.4%	13.7%	0

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Education Level Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	130	97.1%	2.9%	0.0%	0
Trade or Technical Certificate	82	98.7%	1.3%	0.0%	0
Some College (no degree)	506	96.0%	2.4%	1.6%	6
Associate's Degree (e.g., AA, AS)	237	98.8%	0.9%	0.3%	1
Bachelor's Degree (e.g., BA, BS)	2,051	97.3%	2.1%	0.7%	15
Master's Degree (e.g., MA, MS, MBA)	1,584	97.2%	1.8%	1.0%	11
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	167	96.1%	2.1%	1.8%	1

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	45	69.1%	28.9%	2.0%	5
Trade or Technical Certificate	23	87.3%	12.7%	0.0%	2
Some College (no degree)	122	88.2%	11.0%	0.8%	18
Associate's Degree (e.g., AA, AS)	61	88.0%	7.8%	4.2%	3
Bachelor's Degree (e.g., BA, BS)	480	84.8%	14.1%	1.1%	43
Master's Degree (e.g., MA, MS, MBA)	416	87.4%	10.8%	1.8%	30
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	49	83.4%	12.0%	4.5%	6

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	30	72.2%	24.6%	3.3%	4
Trade or Technical Certificate	16	71.1%	28.9%	0.0%	2
Some College (no degree)	107	84.1%	15.0%	1.0%	21
Associate's Degree (e.g., AA, AS)	42	87.3%	8.8%	3.9%	6
Bachelor's Degree (e.g., BA, BS)	313	86.9%	11.3%	1.8%	44
Master's Degree (e.g., MA, MS, MBA)	235	83.5%	13.8%	2.7%	47
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	14	68.5%	24.9%	6.5%	5

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Education Level Comparison Report

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	<10	--	--	--	--
Trade or Technical Certificate	<10	--	--	--	--
Some College (no degree)	16	68.8%	31.2%	0.0%	12
Associate's Degree (e.g., AA, AS)	<10	--	--	--	--
Bachelor's Degree (e.g., BA, BS)	66	82.7%	17.3%	0.0%	35
Master's Degree (e.g., MA, MS, MBA)	80	79.9%	18.6%	1.5%	30
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	<10	--	--	--	--
Trade or Technical Certificate	<10	--	--	--	--
Some College (no degree)	18	66.4%	33.6%	0.0%	10
Associate's Degree (e.g., AA, AS)	<10	--	--	--	--
Bachelor's Degree (e.g., BA, BS)	48	76.0%	24.0%	0.0%	36
Master's Degree (e.g., MA, MS, MBA)	50	80.2%	18.3%	1.5%	20
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	<10	--	--	--	--

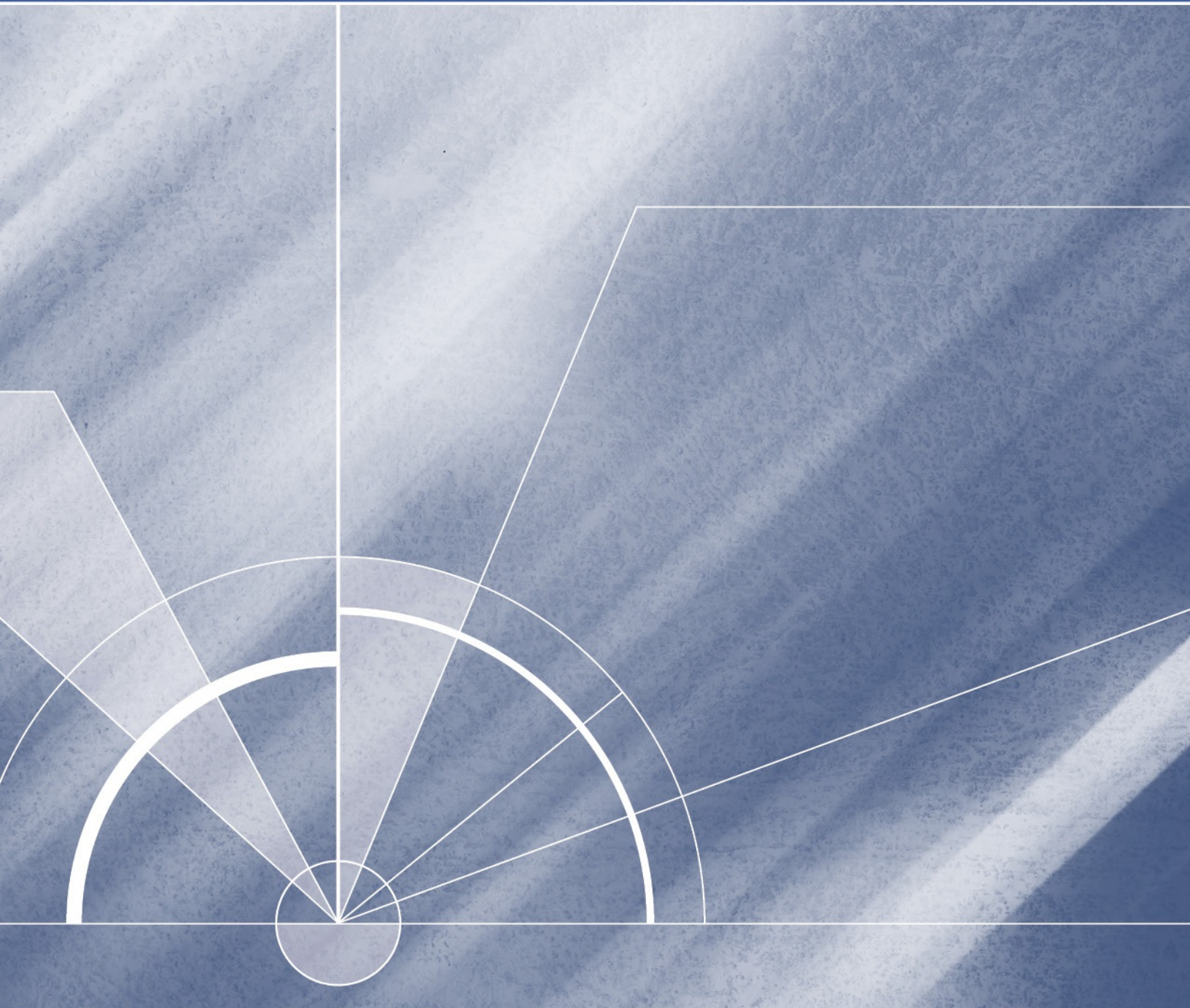
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Ethnicity Comparison Report

General Services Administration





General Services Administration *Ethnicity Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Hispanic or Latino	544
Not Hispanic or Latino	6,540

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Hispanic or Latino	544	75.2%	12.8%	12.1%
Not Hispanic or Latino	6,529	76.6%	12.2%	11.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Hispanic or Latino	541	72.7%	15.9%	11.3%
Not Hispanic or Latino	6,496	77.0%	12.0%	10.9%

General Services Administration

Ethnicity Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Hispanic or Latino	534	68.1%	16.8%	15.1%
Not Hispanic or Latino	6,469	72.1%	13.7%	14.2%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Hispanic or Latino	540	76.5%	12.8%	10.7%
Not Hispanic or Latino	6,502	77.1%	13.5%	9.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Hispanic or Latino	537	84.8%	10.2%	5.0%
Not Hispanic or Latino	6,468	83.3%	11.6%	5.1%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Hispanic or Latino	534	84.5%	8.2%	7.2%
Not Hispanic or Latino	6,458	83.5%	9.5%	7.0%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Hispanic or Latino	540	95.2%	2.6%	2.2%
Not Hispanic or Latino	6,498	96.7%	2.2%	1.1%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Hispanic or Latino	540	92.2%	6.3%	1.5%
Not Hispanic or Latino	6,496	92.4%	6.5%	1.1%

General Services Administration

Ethnicity Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Hispanic or Latino	542	60.9%	15.5%	23.6%	0
Not Hispanic or Latino	6,511	59.5%	15.0%	25.5%	14

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Hispanic or Latino	540	66.0%	14.7%	19.3%	0
Not Hispanic or Latino	6,494	66.4%	14.1%	19.5%	13

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Hispanic or Latino	536	64.3%	16.9%	18.8%	0
Not Hispanic or Latino	6,405	68.9%	14.3%	16.8%	21

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Hispanic or Latino	539	88.0%	6.7%	5.3%	0
Not Hispanic or Latino	6,478	87.3%	8.2%	4.5%	21

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Hispanic or Latino	536	90.5%	6.1%	3.4%	0
Not Hispanic or Latino	6,450	90.2%	7.0%	2.9%	10

General Services Administration Ethnicity Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Hispanic or Latino	539	77.8%	8.2%	14.0%	1
Not Hispanic or Latino	6,474	73.7%	11.8%	14.4%	32

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Hispanic or Latino	530	74.2%	13.6%	12.1%	10
Not Hispanic or Latino	6,394	76.1%	12.8%	11.1%	121

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Hispanic or Latino	535	90.0%	7.0%	3.0%	1
Not Hispanic or Latino	6,469	89.3%	8.0%	2.7%	19

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Hispanic or Latino	526	72.3%	15.5%	12.2%	16
Not Hispanic or Latino	6,261	74.3%	14.4%	11.3%	242

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Hispanic or Latino	534	66.1%	19.9%	13.9%	1
Not Hispanic or Latino	6,466	69.4%	16.5%	14.0%	30

General Services Administration Ethnicity Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Hispanic or Latino	525	74.5%	14.6%	10.9%	18
Not Hispanic or Latino	6,370	74.7%	12.5%	12.8%	165

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Hispanic or Latino	542	80.4%	11.1%	8.5%
Not Hispanic or Latino	6,530	84.3%	9.1%	6.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Hispanic or Latino	520	53.2%	23.9%	22.9%	22
Not Hispanic or Latino	6,305	50.9%	23.8%	25.3%	226

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Hispanic or Latino	498	46.1%	29.1%	24.8%	41
Not Hispanic or Latino	6,070	47.9%	27.4%	24.7%	440

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Hispanic or Latino	483	45.1%	28.4%	26.5%	59
Not Hispanic or Latino	5,747	44.0%	29.6%	26.4%	756

General Services Administration

Ethnicity Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Hispanic or Latino	521	49.9%	27.7%	22.4%	21
Not Hispanic or Latino	6,140	49.2%	26.9%	23.9%	382

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Hispanic or Latino	502	52.4%	26.3%	21.3%	35
Not Hispanic or Latino	6,028	53.9%	25.3%	20.8%	479

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Hispanic or Latino	538	81.5%	9.3%	9.2%	2
Not Hispanic or Latino	6,492	84.8%	8.7%	6.5%	19

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Hispanic or Latino	520	71.1%	19.3%	9.6%	21
Not Hispanic or Latino	6,293	68.2%	21.9%	9.9%	228

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Hispanic or Latino	544	87.3%	11.0%	1.7%
Not Hispanic or Latino	6,537	90.0%	8.5%	1.5%

General Services Administration

Ethnicity Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Hispanic or Latino	537	78.5%	11.7%	9.8%	5
Not Hispanic or Latino	6,438	76.9%	14.0%	9.2%	77

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Hispanic or Latino	529	62.6%	19.5%	17.8%	12
Not Hispanic or Latino	6,386	59.1%	21.5%	19.4%	135

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Hispanic or Latino	530	61.6%	22.0%	16.5%	11
Not Hispanic or Latino	6,398	63.1%	20.7%	16.1%	112

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Hispanic or Latino	517	56.3%	24.7%	18.9%	22
Not Hispanic or Latino	6,305	55.0%	24.8%	20.2%	180

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Hispanic or Latino	487	35.0%	30.4%	34.6%	50
Not Hispanic or Latino	6,001	31.4%	31.8%	36.8%	467

General Services Administration Ethnicity Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Hispanic or Latino	508	62.0%	21.4%	16.6%	34
Not Hispanic or Latino	5,978	66.1%	23.8%	10.2%	522

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Hispanic or Latino	531	84.5%	10.6%	4.8%	9
Not Hispanic or Latino	6,369	84.8%	10.6%	4.6%	132

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Hispanic or Latino	531	80.5%	12.9%	6.6%	7
Not Hispanic or Latino	6,417	83.1%	11.3%	5.6%	78

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Hispanic or Latino	514	63.7%	21.9%	14.4%	26
Not Hispanic or Latino	6,088	67.0%	19.6%	13.4%	409

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Hispanic or Latino	495	74.4%	15.9%	9.7%	44
Not Hispanic or Latino	5,990	76.6%	15.9%	7.5%	492

General Services Administration

Ethnicity Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Hispanic or Latino	541	82.4%	11.5%	6.1%	3
Not Hispanic or Latino	6,431	83.9%	12.1%	4.1%	86

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Hispanic or Latino	543	81.3%	12.2%	6.5%
Not Hispanic or Latino	6,510	78.3%	14.4%	7.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Hispanic or Latino	525	60.2%	22.9%	16.9%	19
Not Hispanic or Latino	6,250	57.2%	22.8%	20.0%	285

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Hispanic or Latino	541	88.0%	5.1%	6.9%	1
Not Hispanic or Latino	6,509	89.8%	5.7%	4.5%	17

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Hispanic or Latino	539	78.0%	13.3%	8.6%	1
Not Hispanic or Latino	6,497	80.5%	10.9%	8.6%	18

General Services Administration

Ethnicity Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Hispanic or Latino	535	76.2%	12.1%	11.7%	4
Not Hispanic or Latino	6,425	78.0%	11.7%	10.3%	62

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Hispanic or Latino	510	80.2%	13.1%	6.7%	29
Not Hispanic or Latino	6,104	81.4%	14.0%	4.6%	412

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Hispanic or Latino	534	75.7%	14.0%	10.4%	2
Not Hispanic or Latino	6,471	77.4%	12.7%	9.9%	36

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Hispanic or Latino	530	79.3%	10.8%	9.9%	9
Not Hispanic or Latino	6,458	81.8%	10.9%	7.3%	50

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Hispanic or Latino	542	83.3%	9.9%	6.8%
Not Hispanic or Latino	6,530	86.1%	7.9%	6.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Hispanic or Latino	541	87.5%	6.7%	5.8%
Not Hispanic or Latino	6,512	89.2%	6.2%	4.6%

General Services Administration

Ethnicity Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Hispanic or Latino	541	86.7%	6.2%	7.1%
Not Hispanic or Latino	6,509	88.4%	6.3%	5.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Hispanic or Latino	542	78.2%	11.5%	10.3%
Not Hispanic or Latino	6,514	80.5%	10.2%	9.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Hispanic or Latino	543	81.5%	10.9%	7.6%
Not Hispanic or Latino	6,528	82.8%	11.1%	6.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Hispanic or Latino	537	58.1%	21.4%	20.5%	7
Not Hispanic or Latino	6,416	56.8%	21.2%	22.0%	114

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Hispanic or Latino	515	68.2%	17.8%	14.0%	26
Not Hispanic or Latino	6,194	66.2%	20.7%	13.1%	324

General Services Administration

Ethnicity Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Hispanic or Latino	522	75.8%	15.0%	9.2%	19
Not Hispanic or Latino	6,212	77.2%	14.9%	7.9%	262

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Hispanic or Latino	538	76.5%	11.8%	11.6%	3
Not Hispanic or Latino	6,445	75.2%	14.1%	10.7%	55

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Hispanic or Latino	516	78.5%	12.7%	8.8%	23
Not Hispanic or Latino	6,274	76.6%	15.2%	8.2%	211

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Hispanic or Latino	526	72.8%	14.2%	12.9%	11
Not Hispanic or Latino	6,378	70.3%	15.8%	13.9%	116

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Hispanic or Latino	531	73.0%	14.1%	12.9%	12
Not Hispanic or Latino	6,375	72.1%	15.3%	12.5%	131

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Hispanic or Latino	531	74.3%	14.0%	11.7%	11
Not Hispanic or Latino	6,277	72.7%	17.5%	9.7%	248

General Services Administration

Ethnicity Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Hispanic or Latino	535	69.9%	16.5%	13.6%	8
Not Hispanic or Latino	6,453	65.4%	20.3%	14.3%	74

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Hispanic or Latino	519	74.8%	15.3%	9.9%	25
Not Hispanic or Latino	6,214	75.5%	16.1%	8.4%	314

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Hispanic or Latino	542	62.6%	20.2%	17.2%
Not Hispanic or Latino	6,525	65.4%	18.4%	16.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Hispanic or Latino	543	65.5%	20.6%	13.9%
Not Hispanic or Latino	6,519	67.0%	18.7%	14.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Hispanic or Latino	540	60.5%	19.1%	20.4%
Not Hispanic or Latino	6,510	63.7%	20.3%	16.0%

General Services Administration

Ethnicity Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Hispanic or Latino	540	56.7%	23.0%	20.3%
Not Hispanic or Latino	6,500	57.2%	25.4%	17.5%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Hispanic or Latino	541	47.6%	27.5%	24.9%
Not Hispanic or Latino	6,509	48.2%	25.6%	26.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Hispanic or Latino	540	65.0%	18.0%	17.1%
Not Hispanic or Latino	6,503	67.0%	18.5%	14.5%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Hispanic or Latino	541	76.9%	13.9%	9.2%
Not Hispanic or Latino	6,504	76.9%	12.8%	10.2%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Hispanic or Latino	542	67.5%	15.6%	16.9%
Not Hispanic or Latino	6,517	73.3%	13.4%	13.3%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Hispanic or Latino	542	72.0%	17.4%	10.7%
Not Hispanic or Latino	6,518	73.0%	15.7%	11.2%

General Services Administration Ethnicity Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Hispanic or Latino	538	93.1%	3.9%	1.6%	1.4%
Not Hispanic or Latino	6,481	94.8%	3.4%	0.9%	0.9%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Hispanic or Latino	542	31.1%	38.6%	8.1%	9.2%
Not Hispanic or Latino	6,531	34.8%	41.0%	7.0%	8.8%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Hispanic or Latino	542	2.1%	1.2%	4.2%	5.4%
Not Hispanic or Latino	6,531	2.0%	0.4%	2.1%	4.1%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Hispanic or Latino	533	66.4%	30.8%	2.9%
Not Hispanic or Latino	6,485	67.7%	30.4%	2.0%

General Services Administration Ethnicity Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Hispanic or Latino	536	17.4%	67.2%	15.3%
Not Hispanic or Latino	6,500	18.2%	71.8%	10.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Hispanic or Latino	534	10.2%	84.3%	5.5%
Not Hispanic or Latino	6,469	12.1%	84.4%	3.6%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Hispanic or Latino	536	2.9%	82.6%	14.5%
Not Hispanic or Latino	6,489	3.3%	86.9%	9.8%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Hispanic or Latino	537	1.8%	83.2%	14.9%
Not Hispanic or Latino	6,499	2.6%	87.2%	10.2%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Hispanic or Latino	469	89.7%	5.2%	5.1%	4
Not Hispanic or Latino	5,975	90.4%	4.8%	4.8%	20

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Ethnicity Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Hispanic or Latino	356	97.4%	1.5%	1.1%	3
Not Hispanic or Latino	4,329	97.2%	2.0%	0.8%	30

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Hispanic or Latino	94	76.6%	19.1%	4.3%	8
Not Hispanic or Latino	1,098	86.6%	12.0%	1.4%	97

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Hispanic or Latino	53	82.8%	15.6%	1.6%	10
Not Hispanic or Latino	704	84.3%	13.5%	2.2%	118

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Hispanic or Latino	18	81.9%	18.1%	0.0%	5
Not Hispanic or Latino	166	77.2%	22.0%	0.7%	87

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Hispanic or Latino	10	90.5%	9.5%	0.0%	6
Not Hispanic or Latino	125	73.6%	25.8%	0.6%	70

**The results for this item only include employees who indicated that they participated in this program.*

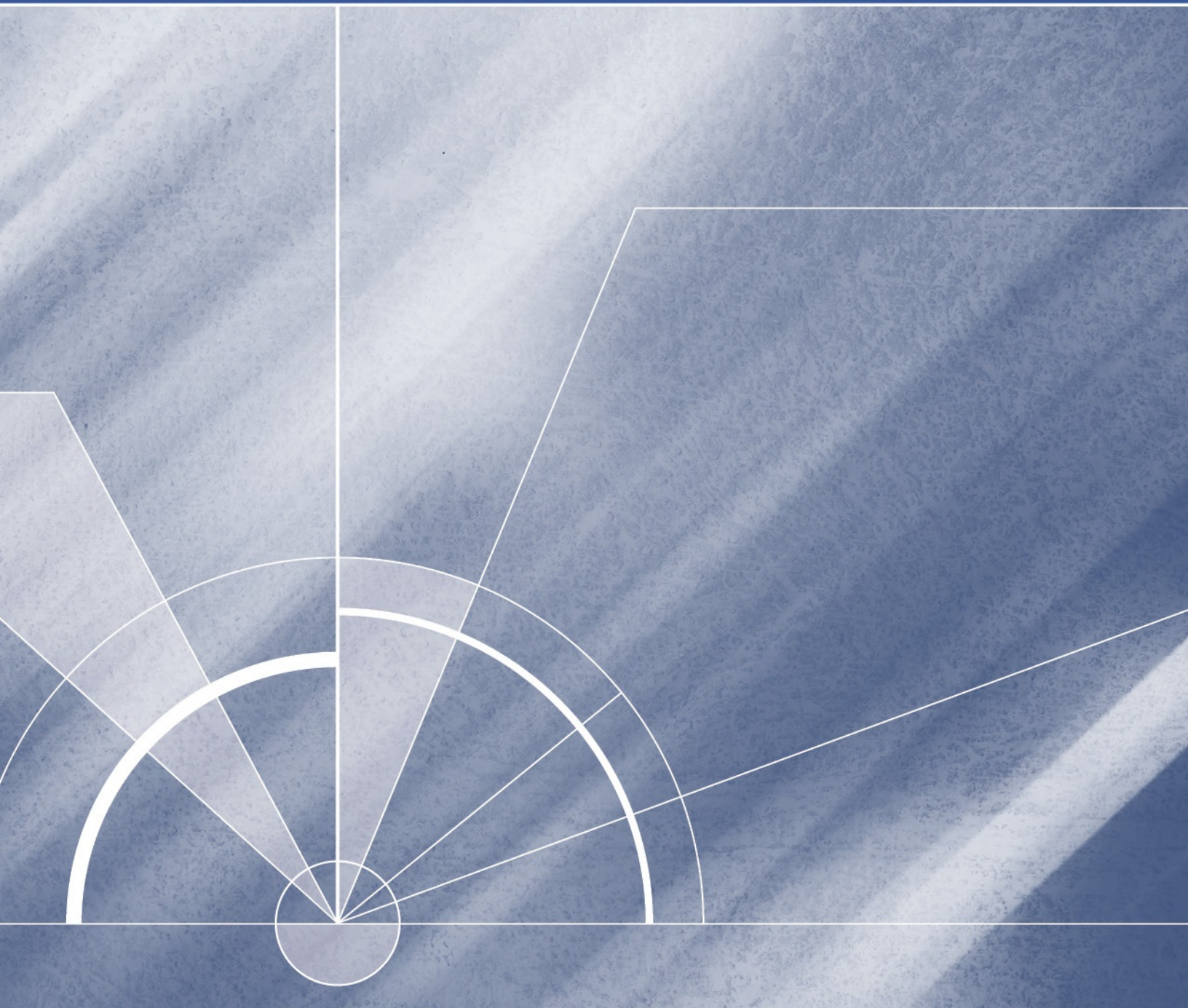
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Federal
Tenure
Comparison
Report

General Services Administration





General Services Administration *Federal Tenure Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Less than 1 year	181
1 to 3 years	495
4 to 5 years	333
6 to 10 years	1,779
11 to 14 years	1,036
15 to 20 years	936
More than 20 years	2,473

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

General Services Administration

Federal Tenure Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Less than 1 year	181	86.4%	7.5%	6.2%
1 to 3 years	495	84.4%	7.7%	7.9%
4 to 5 years	333	73.8%	13.8%	12.3%
6 to 10 years	1,776	75.1%	12.5%	12.4%
11 to 14 years	1,034	76.2%	11.5%	12.3%
15 to 20 years	935	73.3%	13.2%	13.5%
More than 20 years	2,468	76.0%	13.2%	10.8%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Less than 1 year	181	75.0%	14.8%	10.1%
1 to 3 years	492	75.7%	14.5%	9.8%
4 to 5 years	333	73.2%	13.7%	13.1%
6 to 10 years	1,769	75.1%	12.6%	12.3%
11 to 14 years	1,028	75.1%	13.0%	12.0%
15 to 20 years	929	76.0%	12.5%	11.5%
More than 20 years	2,454	79.1%	11.2%	9.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Less than 1 year	178	81.2%	9.2%	9.7%
1 to 3 years	492	76.1%	11.8%	12.1%
4 to 5 years	332	71.4%	11.8%	16.8%
6 to 10 years	1,758	67.7%	15.4%	16.9%
11 to 14 years	1,030	72.5%	12.5%	15.1%
15 to 20 years	920	69.7%	14.2%	16.1%
More than 20 years	2,439	73.5%	14.0%	12.5%

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Less than 1 year	181	81.9%	9.4%	8.6%
1 to 3 years	492	77.9%	11.8%	10.3%
4 to 5 years	331	72.8%	17.1%	10.1%
6 to 10 years	1,765	74.0%	15.1%	10.9%
11 to 14 years	1,030	75.9%	13.2%	10.9%
15 to 20 years	928	76.6%	13.9%	9.4%
More than 20 years	2,461	79.4%	12.5%	8.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Less than 1 year	181	82.0%	10.6%	7.3%
1 to 3 years	492	81.5%	12.3%	6.2%
4 to 5 years	327	79.5%	15.2%	5.3%
6 to 10 years	1,765	82.7%	12.6%	4.7%
11 to 14 years	1,022	81.6%	11.4%	6.9%
15 to 20 years	918	83.6%	10.2%	6.1%
More than 20 years	2,447	84.9%	10.7%	4.4%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Less than 1 year	179	81.1%	13.1%	5.8%
1 to 3 years	484	84.9%	7.6%	7.4%
4 to 5 years	331	82.3%	11.6%	6.1%
6 to 10 years	1,763	83.0%	10.6%	6.4%
11 to 14 years	1,024	82.9%	8.6%	8.5%
15 to 20 years	928	80.5%	11.1%	8.4%
More than 20 years	2,427	84.9%	8.4%	6.7%

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Less than 1 year	181	97.4%	1.9%	0.7%
1 to 3 years	494	97.7%	1.0%	1.3%
4 to 5 years	333	96.8%	2.0%	1.2%
6 to 10 years	1,772	96.2%	2.6%	1.2%
11 to 14 years	1,031	96.5%	2.0%	1.5%
15 to 20 years	928	96.0%	2.9%	1.1%
More than 20 years	2,446	96.5%	2.2%	1.3%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Less than 1 year	181	94.6%	4.9%	0.5%
1 to 3 years	492	94.3%	3.5%	2.2%
4 to 5 years	331	94.6%	4.2%	1.1%
6 to 10 years	1,773	93.1%	6.2%	0.8%
11 to 14 years	1,030	92.2%	6.2%	1.6%
15 to 20 years	932	92.7%	5.7%	1.6%
More than 20 years	2,445	91.0%	7.8%	1.2%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Less than 1 year	179	69.5%	13.8%	16.6%	1
1 to 3 years	491	63.8%	15.4%	20.8%	2
4 to 5 years	333	59.4%	17.0%	23.6%	0
6 to 10 years	1,772	56.3%	16.0%	27.7%	3
11 to 14 years	1,032	58.3%	14.4%	27.4%	2
15 to 20 years	930	56.0%	15.3%	28.7%	2
More than 20 years	2,463	61.7%	14.3%	24.0%	4

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Less than 1 year	177	79.5%	13.1%	7.4%	1
1 to 3 years	493	70.3%	12.9%	16.8%	0
4 to 5 years	333	66.4%	15.1%	18.5%	0
6 to 10 years	1,772	63.2%	15.1%	21.7%	2
11 to 14 years	1,030	63.7%	13.1%	23.1%	1
15 to 20 years	928	61.9%	15.3%	22.8%	1
More than 20 years	2,448	69.0%	13.6%	17.4%	8

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Less than 1 year	178	68.3%	17.7%	13.9%	0
1 to 3 years	491	71.3%	14.3%	14.4%	0
4 to 5 years	330	62.6%	17.0%	20.3%	1
6 to 10 years	1,751	64.6%	14.9%	20.5%	6
11 to 14 years	1,020	66.9%	15.5%	17.6%	3
15 to 20 years	908	67.9%	13.6%	18.5%	3
More than 20 years	2,406	71.9%	13.7%	14.4%	8

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Less than 1 year	180	88.6%	8.8%	2.6%	0
1 to 3 years	491	91.5%	5.6%	2.9%	0
4 to 5 years	330	86.9%	5.9%	7.2%	1
6 to 10 years	1,772	85.8%	8.4%	5.8%	2
11 to 14 years	1,023	86.8%	8.8%	4.4%	2
15 to 20 years	923	85.6%	9.1%	5.3%	6
More than 20 years	2,444	88.0%	8.1%	3.9%	11

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Less than 1 year	180	90.3%	4.9%	4.8%	0
1 to 3 years	488	91.5%	6.4%	2.1%	0
4 to 5 years	331	88.6%	7.9%	3.5%	1
6 to 10 years	1,757	88.2%	8.7%	3.1%	3
11 to 14 years	1,023	90.3%	6.2%	3.6%	1
15 to 20 years	917	90.2%	7.0%	2.8%	1
More than 20 years	2,433	91.5%	6.0%	2.5%	4

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Less than 1 year	181	81.5%	10.2%	8.3%	0
1 to 3 years	491	75.4%	12.3%	12.3%	1
4 to 5 years	333	75.9%	12.7%	11.4%	0
6 to 10 years	1,765	72.7%	11.8%	15.5%	6
11 to 14 years	1,018	72.0%	11.3%	16.7%	7
15 to 20 years	928	72.8%	11.7%	15.5%	5
More than 20 years	2,443	74.3%	11.6%	14.1%	15

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Less than 1 year	152	73.4%	24.1%	2.5%	28
1 to 3 years	478	81.0%	9.4%	9.6%	14
4 to 5 years	321	74.2%	13.3%	12.5%	10
6 to 10 years	1,742	75.6%	13.5%	10.9%	31
11 to 14 years	1,016	77.0%	11.5%	11.5%	17
15 to 20 years	914	73.6%	12.3%	14.1%	14
More than 20 years	2,446	75.4%	13.6%	11.0%	19

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Less than 1 year	177	90.1%	7.3%	2.6%	3
1 to 3 years	489	90.7%	6.8%	2.5%	3
4 to 5 years	331	86.9%	9.6%	3.5%	0
6 to 10 years	1,765	87.8%	8.8%	3.4%	4
11 to 14 years	1,026	90.1%	7.0%	2.9%	3
15 to 20 years	922	88.8%	8.2%	3.0%	3
More than 20 years	2,443	90.1%	7.7%	2.2%	4

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Less than 1 year	171	83.1%	12.6%	4.2%	10
1 to 3 years	478	81.2%	11.4%	7.4%	14
4 to 5 years	316	79.1%	11.4%	9.5%	16
6 to 10 years	1,694	74.4%	14.0%	11.7%	76
11 to 14 years	991	73.5%	14.5%	12.0%	43
15 to 20 years	900	69.7%	16.2%	14.1%	31
More than 20 years	2,384	72.5%	15.3%	12.2%	69

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Less than 1 year	181	72.0%	16.4%	11.5%	0
1 to 3 years	491	68.6%	16.2%	15.3%	1
4 to 5 years	332	67.8%	16.8%	15.3%	1
6 to 10 years	1,764	66.1%	17.6%	16.3%	9
11 to 14 years	1,024	69.3%	17.1%	13.7%	4
15 to 20 years	926	66.8%	18.5%	14.7%	3
More than 20 years	2,430	71.8%	16.1%	12.1%	14

General Services Administration

Federal Tenure Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Less than 1 year	123	78.3%	17.6%	4.0%	58
1 to 3 years	475	79.9%	9.1%	11.0%	20
4 to 5 years	324	73.2%	13.2%	13.6%	9
6 to 10 years	1,732	74.1%	11.9%	14.0%	47
11 to 14 years	1,018	75.9%	11.6%	12.5%	17
15 to 20 years	920	73.1%	12.2%	14.7%	14
More than 20 years	2,444	74.1%	14.1%	11.8%	25

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Less than 1 year	181	90.9%	4.5%	4.7%
1 to 3 years	495	83.8%	7.6%	8.6%
4 to 5 years	333	81.6%	8.7%	9.8%
6 to 10 years	1,777	82.2%	10.2%	7.6%
11 to 14 years	1,036	83.5%	9.6%	6.9%
15 to 20 years	934	82.2%	10.6%	7.2%
More than 20 years	2,463	85.7%	8.7%	5.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Less than 1 year	163	70.0%	14.6%	15.4%	18
1 to 3 years	472	59.4%	20.7%	19.9%	23
4 to 5 years	318	52.6%	23.0%	24.4%	14
6 to 10 years	1,727	48.0%	23.7%	28.3%	50
11 to 14 years	1,006	50.6%	22.9%	26.5%	30
15 to 20 years	899	49.1%	24.8%	26.1%	34
More than 20 years	2,385	50.6%	25.4%	24.0%	82

General Services Administration Federal Tenure Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Less than 1 year	133	55.4%	37.1%	7.4%	47
1 to 3 years	444	49.9%	30.1%	20.0%	50
4 to 5 years	306	41.3%	33.2%	25.5%	27
6 to 10 years	1,653	43.6%	26.6%	29.8%	116
11 to 14 years	963	48.7%	24.6%	26.7%	68
15 to 20 years	882	48.9%	25.3%	25.8%	49
More than 20 years	2,321	49.4%	28.3%	22.3%	136

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Less than 1 year	124	48.1%	29.8%	22.1%	55
1 to 3 years	423	38.2%	30.3%	31.5%	71
4 to 5 years	292	36.4%	31.8%	31.8%	41
6 to 10 years	1,572	36.9%	29.4%	33.7%	204
11 to 14 years	901	43.4%	27.9%	28.6%	127
15 to 20 years	836	47.7%	27.0%	25.3%	93
More than 20 years	2,209	49.4%	30.7%	19.9%	246

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Less than 1 year	154	53.5%	29.0%	17.5%	27
1 to 3 years	454	50.5%	27.7%	21.8%	40
4 to 5 years	311	43.1%	30.9%	26.0%	22
6 to 10 years	1,674	44.7%	26.1%	29.2%	103
11 to 14 years	978	49.0%	24.8%	26.2%	56
15 to 20 years	883	49.9%	24.7%	25.5%	47
More than 20 years	2,337	51.9%	28.6%	19.5%	125

General Services Administration

Federal Tenure Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Less than 1 year	134	55.6%	31.8%	12.5%	45
1 to 3 years	450	58.6%	26.4%	15.0%	43
4 to 5 years	300	49.3%	27.6%	23.0%	31
6 to 10 years	1,638	49.8%	26.5%	23.7%	134
11 to 14 years	957	54.3%	23.5%	22.1%	76
15 to 20 years	875	52.6%	24.0%	23.4%	54
More than 20 years	2,306	55.5%	25.0%	19.6%	147

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Less than 1 year	180	85.9%	8.2%	5.9%	0
1 to 3 years	492	85.8%	8.4%	5.8%	1
4 to 5 years	333	86.0%	8.2%	5.8%	0
6 to 10 years	1,769	83.2%	8.5%	8.4%	5
11 to 14 years	1,027	83.9%	9.4%	6.8%	4
15 to 20 years	928	82.7%	9.4%	7.9%	4
More than 20 years	2,442	85.4%	9.0%	5.7%	11

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Less than 1 year	155	75.3%	21.2%	3.5%	26
1 to 3 years	468	79.0%	14.7%	6.3%	26
4 to 5 years	320	66.3%	25.0%	8.7%	13
6 to 10 years	1,710	67.6%	21.0%	11.3%	68
11 to 14 years	1,001	67.3%	22.2%	10.6%	33
15 to 20 years	910	65.3%	23.2%	11.6%	21
More than 20 years	2,390	67.8%	22.8%	9.4%	70

General Services Administration Federal Tenure Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Less than 1 year	181	91.9%	6.0%	2.1%
1 to 3 years	494	90.0%	8.6%	1.4%
4 to 5 years	333	90.2%	8.1%	1.7%
6 to 10 years	1,779	88.5%	9.7%	1.9%
11 to 14 years	1,035	90.1%	8.5%	1.4%
15 to 20 years	935	87.8%	9.8%	2.3%
More than 20 years	2,473	90.6%	8.2%	1.2%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Less than 1 year	178	81.0%	13.5%	5.5%	2
1 to 3 years	492	82.6%	10.2%	7.2%	2
4 to 5 years	329	77.9%	13.9%	8.2%	3
6 to 10 years	1,750	74.1%	14.9%	11.0%	24
11 to 14 years	1,014	77.5%	12.7%	9.9%	18
15 to 20 years	923	74.6%	15.0%	10.4%	10
More than 20 years	2,427	77.9%	13.6%	8.4%	33

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Less than 1 year	176	68.4%	20.0%	11.6%	5
1 to 3 years	485	63.0%	19.5%	17.5%	9
4 to 5 years	329	52.2%	28.5%	19.2%	4
6 to 10 years	1,731	54.4%	22.7%	22.9%	38
11 to 14 years	1,007	58.4%	19.7%	22.0%	27
15 to 20 years	915	57.1%	22.2%	20.7%	20
More than 20 years	2,413	63.2%	20.4%	16.4%	50

General Services Administration

Federal Tenure Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Less than 1 year	169	73.3%	17.5%	9.3%	12
1 to 3 years	488	69.1%	18.8%	12.1%	5
4 to 5 years	331	57.0%	25.6%	17.4%	2
6 to 10 years	1,741	60.0%	20.9%	19.0%	32
11 to 14 years	1,010	61.8%	22.5%	15.7%	16
15 to 20 years	915	61.7%	20.5%	17.8%	19
More than 20 years	2,417	64.2%	20.3%	15.5%	41

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Less than 1 year	163	63.5%	23.6%	13.0%	16
1 to 3 years	479	61.3%	21.1%	17.5%	11
4 to 5 years	324	48.6%	29.4%	22.0%	7
6 to 10 years	1,729	52.0%	25.1%	22.9%	40
11 to 14 years	997	54.7%	24.1%	21.2%	31
15 to 20 years	896	53.2%	24.7%	22.1%	29
More than 20 years	2,373	56.5%	24.9%	18.6%	76

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Less than 1 year	125	42.7%	39.3%	18.0%	55
1 to 3 years	441	35.3%	35.1%	29.6%	52
4 to 5 years	309	33.2%	28.0%	38.8%	23
6 to 10 years	1,628	28.2%	28.2%	43.6%	132
11 to 14 years	954	29.7%	30.3%	40.0%	73
15 to 20 years	857	31.8%	30.7%	37.5%	67
More than 20 years	2,307	33.0%	34.2%	32.8%	130

General Services Administration Federal Tenure Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Less than 1 year	153	77.7%	14.9%	7.5%	28
1 to 3 years	449	69.4%	24.5%	6.1%	44
4 to 5 years	298	69.3%	19.8%	10.9%	32
6 to 10 years	1,626	64.6%	23.8%	11.6%	149
11 to 14 years	936	67.4%	22.2%	10.4%	93
15 to 20 years	859	60.8%	26.0%	13.2%	73
More than 20 years	2,294	64.6%	24.6%	10.8%	155

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Less than 1 year	174	87.3%	10.0%	2.6%	4
1 to 3 years	482	88.5%	9.1%	2.4%	12
4 to 5 years	326	85.8%	9.7%	4.5%	6
6 to 10 years	1,731	85.9%	9.1%	5.0%	40
11 to 14 years	1,007	84.2%	10.5%	5.3%	24
15 to 20 years	905	83.0%	12.0%	5.1%	25
More than 20 years	2,416	83.3%	12.0%	4.7%	38

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Less than 1 year	178	84.2%	11.4%	4.4%	3
1 to 3 years	489	80.4%	13.7%	5.9%	4
4 to 5 years	328	80.1%	16.0%	3.9%	5
6 to 10 years	1,750	81.1%	12.2%	6.7%	18
11 to 14 years	1,014	82.0%	11.7%	6.3%	14
15 to 20 years	914	82.2%	9.9%	7.8%	17
More than 20 years	2,419	84.6%	10.4%	4.9%	26

General Services Administration

Federal Tenure Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Less than 1 year	163	77.0%	17.0%	5.9%	18
1 to 3 years	462	75.1%	14.5%	10.4%	31
4 to 5 years	307	66.9%	20.5%	12.6%	24
6 to 10 years	1,661	64.2%	21.1%	14.8%	111
11 to 14 years	960	68.8%	16.7%	14.6%	69
15 to 20 years	872	63.3%	20.5%	16.2%	53
More than 20 years	2,307	65.9%	21.1%	13.0%	145

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Less than 1 year	165	91.4%	6.9%	1.7%	13
1 to 3 years	457	82.7%	13.7%	3.6%	35
4 to 5 years	304	82.0%	12.9%	5.1%	28
6 to 10 years	1,618	77.0%	15.1%	7.9%	151
11 to 14 years	935	77.8%	14.3%	7.9%	91
15 to 20 years	847	71.4%	17.5%	11.0%	76
More than 20 years	2,284	73.8%	18.2%	8.0%	164

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Less than 1 year	176	94.2%	4.9%	0.9%	5
1 to 3 years	491	87.7%	9.4%	2.9%	4
4 to 5 years	332	85.1%	10.4%	4.5%	1
6 to 10 years	1,756	81.7%	13.2%	5.0%	22
11 to 14 years	1,021	84.9%	10.6%	4.5%	12
15 to 20 years	921	80.5%	14.0%	5.5%	11
More than 20 years	2,419	83.7%	12.2%	4.1%	38

General Services Administration Federal Tenure Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Less than 1 year	181	90.9%	4.5%	4.6%
1 to 3 years	494	85.5%	10.0%	4.6%
4 to 5 years	331	80.5%	12.3%	7.2%
6 to 10 years	1,773	77.1%	15.8%	7.1%
11 to 14 years	1,032	78.7%	13.7%	7.6%
15 to 20 years	931	75.5%	13.8%	10.6%
More than 20 years	2,456	77.6%	15.2%	7.2%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Less than 1 year	164	69.8%	19.6%	10.6%	16
1 to 3 years	463	64.5%	21.9%	13.6%	32
4 to 5 years	317	55.9%	23.2%	20.9%	16
6 to 10 years	1,707	54.4%	23.2%	22.4%	72
11 to 14 years	999	55.7%	22.6%	21.8%	37
15 to 20 years	901	54.8%	22.0%	23.2%	33
More than 20 years	2,361	59.2%	22.8%	18.0%	109

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Less than 1 year	180	94.5%	2.8%	2.8%	0
1 to 3 years	494	91.9%	4.1%	4.0%	1
4 to 5 years	333	88.7%	5.4%	5.8%	0
6 to 10 years	1,772	90.7%	5.1%	4.3%	4
11 to 14 years	1,033	90.3%	4.8%	5.0%	2
15 to 20 years	928	87.2%	6.9%	5.8%	3
More than 20 years	2,458	88.5%	6.6%	4.9%	8

General Services Administration Federal Tenure Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Less than 1 year	178	87.6%	7.4%	5.0%	2
1 to 3 years	490	84.0%	8.5%	7.5%	3
4 to 5 years	333	78.7%	11.3%	9.9%	0
6 to 10 years	1,773	79.3%	11.5%	9.2%	1
11 to 14 years	1,027	81.1%	10.3%	8.7%	6
15 to 20 years	932	78.0%	11.7%	10.3%	0
More than 20 years	2,451	80.0%	11.5%	8.5%	8

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Less than 1 year	172	87.1%	6.6%	6.3%	7
1 to 3 years	486	84.7%	6.9%	8.4%	4
4 to 5 years	329	76.1%	13.2%	10.7%	3
6 to 10 years	1,750	77.3%	12.7%	10.0%	22
11 to 14 years	1,021	76.9%	12.5%	10.6%	12
15 to 20 years	924	74.3%	12.6%	13.1%	5
More than 20 years	2,423	77.6%	11.7%	10.7%	16

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Less than 1 year	167	89.6%	9.6%	0.8%	11
1 to 3 years	457	85.5%	11.2%	3.3%	32
4 to 5 years	307	83.0%	11.8%	5.2%	26
6 to 10 years	1,655	81.1%	13.7%	5.2%	120
11 to 14 years	966	82.2%	14.3%	3.5%	69
15 to 20 years	878	79.6%	14.2%	6.2%	54
More than 20 years	2,317	79.8%	15.1%	5.2%	142

General Services Administration

Federal Tenure Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Less than 1 year	178	87.3%	6.5%	6.2%	2
1 to 3 years	488	83.6%	8.7%	7.7%	4
4 to 5 years	332	73.8%	15.0%	11.1%	0
6 to 10 years	1,755	76.6%	13.4%	10.0%	12
11 to 14 years	1,024	76.9%	12.6%	10.6%	7
15 to 20 years	929	73.9%	15.0%	11.1%	3
More than 20 years	2,446	77.1%	12.7%	10.2%	10

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Less than 1 year	179	88.9%	8.4%	2.7%	1
1 to 3 years	492	87.1%	7.5%	5.4%	2
4 to 5 years	331	78.8%	13.1%	8.1%	1
6 to 10 years	1,755	81.1%	10.4%	8.5%	17
11 to 14 years	1,023	81.5%	11.1%	7.4%	10
15 to 20 years	920	79.0%	11.5%	9.5%	8
More than 20 years	2,431	81.2%	11.5%	7.4%	21

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Less than 1 year	181	92.0%	5.4%	2.6%
1 to 3 years	494	92.7%	3.4%	3.8%
4 to 5 years	333	87.4%	5.4%	7.2%
6 to 10 years	1,778	87.1%	7.1%	5.9%
11 to 14 years	1,035	85.0%	8.7%	6.4%
15 to 20 years	934	83.0%	9.8%	7.2%
More than 20 years	2,466	84.2%	9.0%	6.8%

General Services Administration

Federal Tenure Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Less than 1 year	181	94.0%	2.8%	3.3%
1 to 3 years	494	93.0%	4.0%	3.0%
4 to 5 years	332	89.8%	4.3%	5.9%
6 to 10 years	1,770	90.7%	4.9%	4.4%
11 to 14 years	1,032	88.5%	6.9%	4.6%
15 to 20 years	932	86.2%	8.3%	5.4%
More than 20 years	2,459	87.5%	7.0%	5.5%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Less than 1 year	181	91.3%	3.3%	5.4%
1 to 3 years	494	89.6%	5.4%	5.0%
4 to 5 years	333	88.6%	6.1%	5.4%
6 to 10 years	1,769	88.4%	6.0%	5.6%
11 to 14 years	1,032	86.9%	7.4%	5.8%
15 to 20 years	931	87.4%	6.6%	5.9%
More than 20 years	2,459	88.0%	6.4%	5.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Less than 1 year	181	87.4%	6.8%	5.8%
1 to 3 years	495	85.1%	8.7%	6.2%
4 to 5 years	332	81.2%	10.4%	8.5%
6 to 10 years	1,770	81.1%	10.1%	8.8%
11 to 14 years	1,035	78.7%	11.8%	9.5%
15 to 20 years	930	77.6%	10.0%	12.4%
More than 20 years	2,461	79.2%	10.7%	10.1%

General Services Administration Federal Tenure Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Less than 1 year	181	89.2%	5.5%	5.3%
1 to 3 years	495	83.6%	11.5%	4.9%
4 to 5 years	332	81.4%	11.1%	7.4%
6 to 10 years	1,777	82.9%	10.7%	6.4%
11 to 14 years	1,033	81.9%	11.9%	6.2%
15 to 20 years	932	80.3%	12.0%	7.7%
More than 20 years	2,467	82.8%	11.0%	6.2%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Less than 1 year	174	71.5%	16.0%	12.5%	7
1 to 3 years	487	66.9%	17.4%	15.7%	5
4 to 5 years	327	55.4%	23.0%	21.6%	6
6 to 10 years	1,754	53.4%	22.0%	24.5%	24
11 to 14 years	1,014	53.6%	21.3%	25.1%	19
15 to 20 years	925	54.7%	22.4%	22.9%	11
More than 20 years	2,409	58.4%	21.1%	20.5%	60

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Less than 1 year	166	82.9%	12.9%	4.1%	12
1 to 3 years	475	76.3%	14.9%	8.8%	18
4 to 5 years	314	68.3%	20.7%	10.9%	18
6 to 10 years	1,677	65.2%	21.5%	13.4%	95
11 to 14 years	972	65.5%	20.5%	14.0%	61
15 to 20 years	894	64.4%	20.5%	15.0%	41
More than 20 years	2,343	64.8%	21.0%	14.2%	122

General Services Administration

Federal Tenure Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Less than 1 year	175	88.8%	7.8%	3.4%	6
1 to 3 years	480	81.9%	11.7%	6.4%	10
4 to 5 years	310	79.5%	13.1%	7.4%	17
6 to 10 years	1,689	77.0%	14.9%	8.1%	81
11 to 14 years	990	76.9%	14.5%	8.6%	33
15 to 20 years	879	74.9%	15.2%	9.8%	48
More than 20 years	2,342	75.6%	16.2%	8.2%	100

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Less than 1 year	179	85.2%	8.0%	6.8%	1
1 to 3 years	486	80.9%	11.0%	8.1%	5
4 to 5 years	330	75.8%	12.3%	11.9%	2
6 to 10 years	1,759	72.9%	14.1%	13.0%	13
11 to 14 years	1,018	73.3%	14.7%	12.0%	11
15 to 20 years	922	72.5%	15.5%	12.0%	9
More than 20 years	2,430	76.8%	14.0%	9.2%	24

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Less than 1 year	172	86.4%	12.1%	1.5%	8
1 to 3 years	477	80.9%	13.3%	5.8%	12
4 to 5 years	318	74.8%	15.2%	10.0%	10
6 to 10 years	1,691	75.1%	14.8%	10.1%	72
11 to 14 years	996	76.7%	15.2%	8.1%	34
15 to 20 years	897	73.2%	17.4%	9.5%	31
More than 20 years	2,370	77.9%	14.5%	7.5%	82

General Services Administration Federal Tenure Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Less than 1 year	175	84.1%	9.6%	6.3%	4
1 to 3 years	486	74.9%	13.3%	11.7%	6
4 to 5 years	324	67.8%	16.7%	15.5%	6
6 to 10 years	1,748	67.8%	16.2%	16.0%	20
11 to 14 years	1,006	68.8%	15.6%	15.7%	27
15 to 20 years	904	70.0%	15.9%	14.1%	27
More than 20 years	2,401	71.7%	15.7%	12.5%	44

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Less than 1 year	179	83.1%	11.2%	5.7%	2
1 to 3 years	488	78.1%	11.1%	10.9%	4
4 to 5 years	320	70.5%	14.9%	14.7%	9
6 to 10 years	1,735	69.6%	15.4%	15.0%	38
11 to 14 years	1,013	70.4%	15.3%	14.4%	21
15 to 20 years	909	71.0%	16.3%	12.7%	23
More than 20 years	2,401	73.3%	15.7%	11.0%	55

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Less than 1 year	173	87.2%	8.1%	4.7%	7
1 to 3 years	475	77.8%	15.6%	6.6%	20
4 to 5 years	319	72.7%	17.6%	9.7%	13
6 to 10 years	1,709	71.1%	18.0%	10.9%	65
11 to 14 years	1,002	71.8%	17.7%	10.5%	31
15 to 20 years	897	72.4%	16.2%	11.5%	37
More than 20 years	2,374	72.9%	17.6%	9.5%	92

General Services Administration

Federal Tenure Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Less than 1 year	177	81.0%	12.5%	6.5%	4
1 to 3 years	492	77.2%	14.5%	8.2%	2
4 to 5 years	328	68.4%	18.8%	12.8%	5
6 to 10 years	1,752	63.8%	21.4%	14.9%	24
11 to 14 years	1,025	64.4%	19.6%	16.0%	10
15 to 20 years	923	63.6%	21.2%	15.2%	10
More than 20 years	2,436	64.7%	20.3%	15.0%	30

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Less than 1 year	168	82.4%	12.9%	4.8%	13
1 to 3 years	474	79.0%	13.4%	7.6%	20
4 to 5 years	311	69.3%	22.2%	8.5%	21
6 to 10 years	1,687	74.2%	16.4%	9.4%	88
11 to 14 years	988	74.3%	15.9%	9.8%	48
15 to 20 years	884	75.1%	16.0%	9.0%	50
More than 20 years	2,358	75.9%	15.9%	8.2%	109

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Less than 1 year	181	74.2%	17.5%	8.3%
1 to 3 years	495	71.0%	16.2%	12.8%
4 to 5 years	332	61.5%	21.6%	16.9%
6 to 10 years	1,775	63.0%	18.1%	18.9%
11 to 14 years	1,034	63.4%	19.2%	17.4%
15 to 20 years	931	61.9%	20.1%	18.0%
More than 20 years	2,465	66.8%	18.0%	15.2%

General Services Administration

Federal Tenure Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Less than 1 year	181	76.3%	17.1%	6.5%
1 to 3 years	494	73.2%	15.8%	11.1%
4 to 5 years	331	67.8%	19.2%	13.0%
6 to 10 years	1,774	63.3%	19.7%	17.0%
11 to 14 years	1,034	65.1%	19.5%	15.4%
15 to 20 years	931	66.2%	18.9%	14.9%
More than 20 years	2,462	68.0%	18.8%	13.1%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Less than 1 year	180	74.8%	17.6%	7.6%
1 to 3 years	494	72.8%	16.6%	10.5%
4 to 5 years	331	59.9%	21.5%	18.5%
6 to 10 years	1,774	61.0%	20.7%	18.3%
11 to 14 years	1,031	60.5%	23.2%	16.3%
15 to 20 years	932	61.0%	20.3%	18.7%
More than 20 years	2,455	64.8%	19.2%	15.9%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Less than 1 year	181	72.0%	19.3%	8.7%
1 to 3 years	494	68.0%	21.5%	10.4%
4 to 5 years	331	54.8%	28.1%	17.1%
6 to 10 years	1,766	53.6%	26.2%	20.3%
11 to 14 years	1,033	55.1%	25.3%	19.6%
15 to 20 years	929	55.0%	25.8%	19.3%
More than 20 years	2,452	57.9%	25.1%	16.9%

General Services Administration Federal Tenure Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Less than 1 year	181	55.2%	28.9%	15.9%
1 to 3 years	494	55.9%	26.8%	17.3%
4 to 5 years	332	42.5%	27.2%	30.3%
6 to 10 years	1,770	43.4%	25.2%	31.4%
11 to 14 years	1,030	49.1%	22.3%	28.6%
15 to 20 years	932	46.8%	25.6%	27.5%
More than 20 years	2,456	49.5%	27.0%	23.6%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Less than 1 year	181	67.5%	14.7%	17.8%
1 to 3 years	490	67.3%	16.2%	16.5%
4 to 5 years	331	61.8%	21.1%	17.1%
6 to 10 years	1,769	62.9%	19.6%	17.5%
11 to 14 years	1,032	64.3%	19.1%	16.6%
15 to 20 years	934	66.4%	19.4%	14.2%
More than 20 years	2,453	70.7%	17.7%	11.6%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Less than 1 year	180	83.9%	8.6%	7.5%
1 to 3 years	493	82.1%	8.5%	9.4%
4 to 5 years	330	74.8%	13.0%	12.3%
6 to 10 years	1,768	74.9%	14.1%	11.0%
11 to 14 years	1,032	75.4%	12.6%	12.0%
15 to 20 years	933	74.1%	14.5%	11.3%
More than 20 years	2,456	78.0%	12.8%	9.2%

General Services Administration Federal Tenure Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Less than 1 year	181	49.2%	22.7%	28.1%
1 to 3 years	495	61.4%	16.2%	22.4%
4 to 5 years	332	60.9%	20.1%	19.1%
6 to 10 years	1,776	71.3%	14.0%	14.7%
11 to 14 years	1,034	75.9%	12.8%	11.2%
15 to 20 years	931	74.8%	13.4%	11.8%
More than 20 years	2,459	76.3%	12.5%	11.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Less than 1 year	180	82.4%	13.2%	4.5%
1 to 3 years	493	81.7%	11.2%	7.0%
4 to 5 years	331	72.5%	18.0%	9.5%
6 to 10 years	1,775	71.3%	16.4%	12.3%
11 to 14 years	1,035	71.5%	15.3%	13.2%
15 to 20 years	933	69.1%	18.2%	12.7%
More than 20 years	2,462	73.3%	15.4%	11.3%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Less than 1 year	179	82.7%	11.6%	5.2%	0.6%
1 to 3 years	490	89.8%	6.4%	3.1%	0.8%
4 to 5 years	331	93.8%	4.2%	0.9%	1.2%
6 to 10 years	1,761	96.4%	2.1%	0.7%	0.9%
11 to 14 years	1,028	95.7%	2.7%	0.3%	1.3%
15 to 20 years	925	95.5%	3.0%	0.6%	0.8%
More than 20 years	2,451	94.6%	3.4%	1.0%	1.0%

General Services Administration Federal Tenure Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Less than 1 year	181	13.4%	46.9%	6.1%	10.5%
1 to 3 years	494	19.0%	48.6%	11.0%	8.8%
4 to 5 years	333	31.8%	46.0%	7.2%	9.1%
6 to 10 years	1,775	34.5%	45.8%	6.4%	7.2%
11 to 14 years	1,035	37.6%	42.6%	5.7%	7.9%
15 to 20 years	935	37.5%	37.4%	7.5%	9.3%
More than 20 years	2,464	36.9%	35.1%	7.3%	10.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Less than 1 year	181	5.1%	0.5%	10.2%	7.2%
1 to 3 years	494	4.2%	0.0%	5.4%	3.1%
4 to 5 years	333	0.9%	0.0%	2.2%	2.8%
6 to 10 years	1,775	1.4%	0.2%	1.6%	2.9%
11 to 14 years	1,035	1.5%	0.1%	1.8%	2.7%
15 to 20 years	935	1.5%	0.3%	1.6%	4.7%
More than 20 years	2,464	2.1%	1.0%	2.1%	5.5%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Less than 1 year	180	62.5%	31.1%	6.4%
1 to 3 years	490	70.1%	26.5%	3.4%
4 to 5 years	331	64.3%	29.5%	6.1%
6 to 10 years	1,760	70.5%	27.9%	1.5%
11 to 14 years	1,027	70.0%	28.4%	1.6%
15 to 20 years	931	66.6%	30.8%	2.7%
More than 20 years	2,448	65.4%	33.1%	1.4%

General Services Administration Federal Tenure Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Less than 1 year	179	21.7%	70.4%	7.9%
1 to 3 years	493	15.7%	73.9%	10.4%
4 to 5 years	330	13.6%	70.6%	15.7%
6 to 10 years	1,774	17.4%	72.6%	10.0%
11 to 14 years	1,031	17.5%	71.3%	11.3%
15 to 20 years	930	19.4%	70.3%	10.4%
More than 20 years	2,444	18.9%	71.3%	9.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Less than 1 year	178	8.3%	87.0%	4.8%
1 to 3 years	489	6.9%	87.6%	5.5%
4 to 5 years	328	7.6%	84.8%	7.6%
6 to 10 years	1,769	10.9%	84.6%	4.4%
11 to 14 years	1,026	11.3%	84.0%	4.7%
15 to 20 years	922	12.3%	85.2%	2.5%
More than 20 years	2,439	14.2%	83.5%	2.3%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Less than 1 year	179	1.5%	90.3%	8.2%
1 to 3 years	493	3.9%	87.3%	8.8%
4 to 5 years	330	1.8%	83.3%	14.9%
6 to 10 years	1,773	3.2%	85.7%	11.1%
11 to 14 years	1,028	3.9%	84.7%	11.4%
15 to 20 years	929	3.1%	86.3%	10.6%
More than 20 years	2,440	3.3%	88.0%	8.7%

General Services Administration Federal Tenure Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Less than 1 year	179	2.0%	89.9%	8.1%
1 to 3 years	492	1.6%	90.1%	8.3%
4 to 5 years	329	0.6%	86.9%	12.5%
6 to 10 years	1,771	2.1%	87.6%	10.3%
11 to 14 years	1,032	2.5%	85.3%	12.2%
15 to 20 years	930	2.6%	86.3%	11.2%
More than 20 years	2,448	3.3%	86.2%	10.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Less than 1 year	138	93.7%	4.6%	1.6%	0
1 to 3 years	428	89.7%	4.4%	5.9%	4
4 to 5 years	312	90.9%	5.3%	3.8%	1
6 to 10 years	1,659	89.8%	4.5%	5.6%	3
11 to 14 years	966	90.1%	3.4%	6.5%	3
15 to 20 years	858	88.0%	6.3%	5.6%	5
More than 20 years	2,213	91.2%	5.2%	3.6%	10

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Less than 1 year	109	99.2%	0.0%	0.8%	0
1 to 3 years	342	96.3%	2.2%	1.5%	3
4 to 5 years	210	96.8%	0.9%	2.4%	3
6 to 10 years	1,235	97.5%	1.7%	0.9%	5
11 to 14 years	710	97.5%	1.8%	0.7%	8
15 to 20 years	609	96.0%	2.7%	1.3%	3
More than 20 years	1,571	97.2%	2.3%	0.5%	12

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Federal Tenure Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Less than 1 year	36	74.5%	22.9%	2.6%	4
1 to 3 years	71	88.4%	10.0%	1.6%	9
4 to 5 years	46	88.9%	8.9%	2.2%	3
6 to 10 years	286	84.4%	13.3%	2.2%	22
11 to 14 years	171	87.4%	11.1%	1.5%	12
15 to 20 years	168	82.5%	15.5%	1.9%	15
More than 20 years	430	87.8%	11.3%	0.9%	44

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Less than 1 year	12	56.5%	36.6%	6.9%	4
1 to 3 years	31	83.0%	14.1%	2.8%	8
4 to 5 years	27	86.9%	13.1%	0.0%	3
6 to 10 years	166	83.7%	13.7%	2.6%	32
11 to 14 years	105	88.8%	9.4%	1.8%	20
15 to 20 years	109	85.3%	11.9%	2.8%	16
More than 20 years	316	83.4%	14.9%	1.7%	49

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Less than 1 year	<10	--	--	--	--
1 to 3 years	17	74.5%	25.5%	0.0%	4
4 to 5 years	<10	--	--	--	--
6 to 10 years	44	68.8%	28.4%	2.9%	16
11 to 14 years	33	93.6%	6.4%	0.0%	15
15 to 20 years	31	79.1%	20.9%	0.0%	4
More than 20 years	54	75.8%	24.2%	0.0%	51

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Federal Tenure Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Less than 1 year	<10	--	--	--	--
1 to 3 years	<10	--	--	--	--
4 to 5 years	<10	--	--	--	--
6 to 10 years	27	58.3%	41.7%	0.0%	16
11 to 14 years	22	83.2%	16.8%	0.0%	8
15 to 20 years	25	69.6%	30.4%	0.0%	4
More than 20 years	51	87.0%	13.0%	0.0%	45

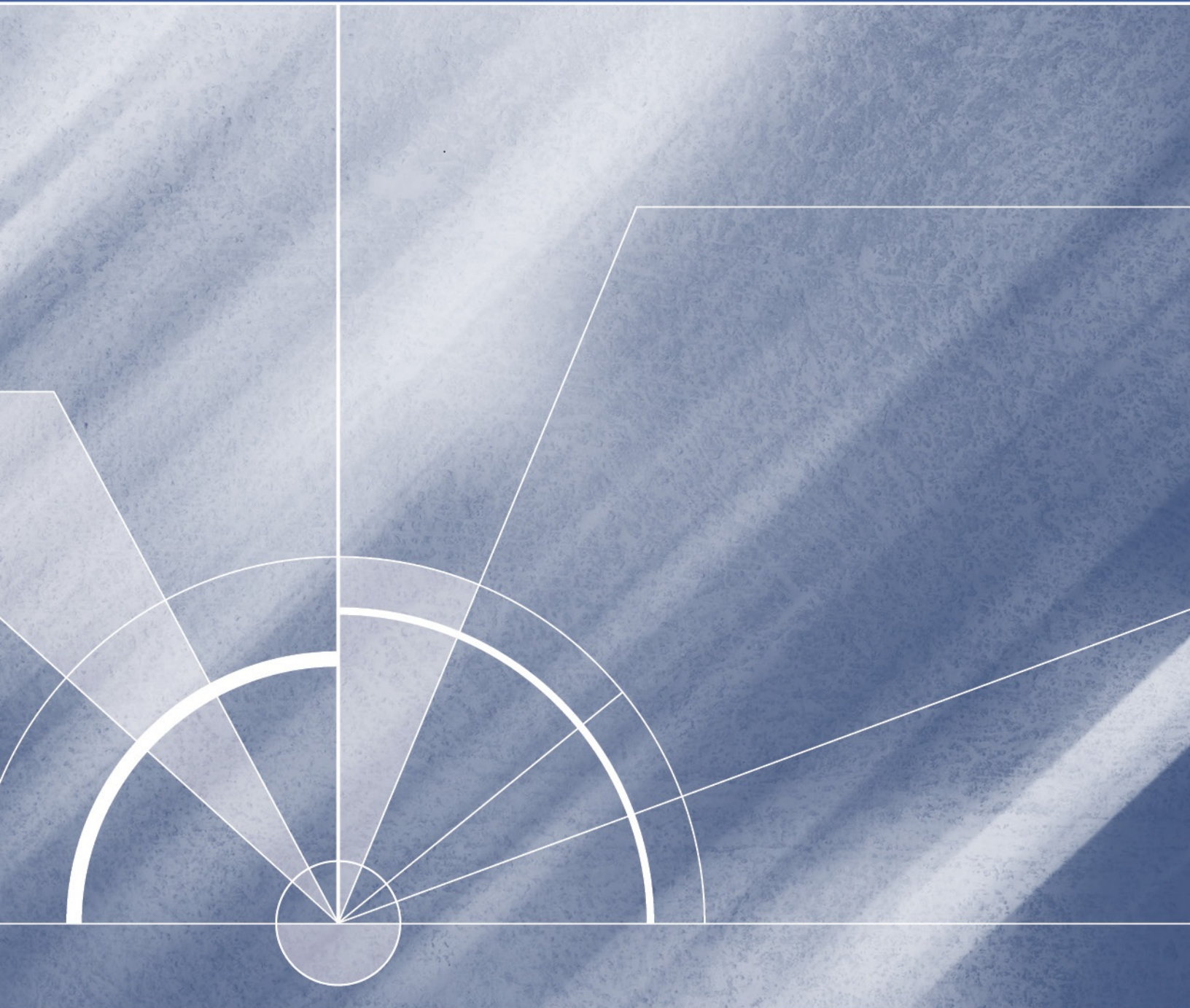
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Gender
Comparison
Report

General Services Administration





General Services Administration

Gender Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Male	3,818
Female	3,360

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Male	3,811	76.3%	12.5%	11.2%
Female	3,356	76.0%	12.1%	11.9%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Male	3,799	75.9%	12.9%	11.2%
Female	3,332	77.3%	11.7%	11.0%

General Services Administration

Gender Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Male	3,772	70.8%	13.5%	15.8%
Female	3,322	72.8%	14.1%	13.1%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Male	3,791	76.3%	13.8%	9.9%
Female	3,343	77.7%	12.9%	9.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Male	3,770	83.6%	11.2%	5.2%
Female	3,330	83.0%	11.6%	5.4%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Male	3,767	82.4%	10.3%	7.3%
Female	3,317	84.6%	8.6%	6.9%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Male	3,793	95.9%	2.5%	1.6%
Female	3,338	97.2%	1.9%	0.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Male	3,797	92.6%	5.9%	1.5%
Female	3,332	92.0%	7.1%	0.9%

General Services Administration

Gender Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Male	3,802	58.1%	16.2%	25.7%	4
Female	3,343	61.0%	13.8%	25.1%	10

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Male	3,788	66.0%	14.6%	19.5%	6
Female	3,338	66.7%	13.6%	19.7%	7

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Male	3,736	68.2%	14.6%	17.2%	14
Female	3,293	68.6%	14.3%	17.1%	7

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Male	3,774	85.6%	9.1%	5.3%	15
Female	3,338	89.1%	7.1%	3.9%	5

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Male	3,761	89.2%	7.5%	3.3%	5
Female	3,318	91.3%	6.1%	2.5%	4

General Services Administration

Gender Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Male	3,781	75.2%	11.1%	13.7%	14
Female	3,324	72.5%	12.2%	15.3%	19

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Male	3,737	75.2%	13.5%	11.3%	68
Female	3,277	76.4%	12.5%	11.1%	65

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Male	3,781	88.3%	8.8%	2.9%	9
Female	3,316	90.4%	6.9%	2.7%	12

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Male	3,659	75.6%	13.6%	10.8%	142
Female	3,221	72.5%	15.2%	12.3%	116

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Male	3,771	68.0%	17.4%	14.7%	17
Female	3,325	70.2%	16.4%	13.4%	13

General Services Administration

Gender Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Male	3,715	74.9%	12.7%	12.5%	99
Female	3,270	74.3%	12.8%	12.9%	87

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Male	3,812	83.9%	9.3%	6.8%
Female	3,354	83.8%	9.3%	6.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Male	3,693	50.6%	24.2%	25.2%	120
Female	3,219	51.4%	23.4%	25.2%	134

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Male	3,579	48.4%	26.8%	24.8%	217
Female	3,070	47.0%	28.1%	24.9%	275

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Male	3,410	45.8%	28.9%	25.3%	388
Female	2,900	42.0%	30.2%	27.9%	440

General Services Administration

Gender Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Male	3,632	49.8%	27.4%	22.8%	173
Female	3,115	48.3%	26.6%	25.1%	236

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Male	3,570	53.9%	25.5%	20.6%	231
Female	3,041	53.5%	25.0%	21.5%	295

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Male	3,796	85.1%	8.8%	6.2%	9
Female	3,321	83.5%	8.9%	7.5%	16

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Male	3,709	68.6%	21.5%	10.0%	103
Female	3,194	67.7%	22.3%	10.0%	150

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Male	3,818	88.7%	9.9%	1.4%
Female	3,357	90.8%	7.5%	1.7%

General Services Administration

Gender Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Male	3,774	76.4%	13.3%	10.3%	33
Female	3,286	77.5%	14.4%	8.0%	57

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Male	3,752	60.2%	20.8%	19.0%	56
Female	3,250	58.4%	21.8%	19.8%	96

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Male	3,743	62.9%	21.4%	15.8%	59
Female	3,276	62.7%	20.4%	16.9%	67

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Male	3,703	53.5%	25.5%	21.0%	84
Female	3,207	56.7%	23.8%	19.4%	124

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Male	3,555	30.7%	32.4%	36.9%	225
Female	3,014	32.8%	30.9%	36.3%	303

General Services Administration

Gender Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Male	3,508	68.1%	23.4%	8.4%	292
Female	3,065	62.3%	24.2%	13.5%	271

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Male	3,733	85.7%	10.1%	4.3%	61
Female	3,260	83.5%	11.4%	5.1%	82

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Male	3,763	83.0%	11.1%	6.0%	33
Female	3,276	82.5%	11.9%	5.6%	52

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Male	3,607	67.2%	19.7%	13.1%	194
Female	3,073	65.8%	19.9%	14.3%	254

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Male	3,529	77.3%	15.3%	7.3%	259
Female	3,029	75.1%	16.6%	8.4%	298

General Services Administration Gender Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Male	3,760	82.7%	12.0%	5.2%	48
Female	3,302	84.9%	11.8%	3.3%	45

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Male	3,800	78.0%	14.4%	7.6%
Female	3,343	79.0%	13.7%	7.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Male	3,646	55.8%	23.0%	21.2%	169
Female	3,214	59.3%	22.4%	18.3%	143

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Male	3,796	89.8%	5.8%	4.4%	10
Female	3,347	89.2%	5.4%	5.4%	8

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Male	3,791	80.5%	10.6%	8.8%	10
Female	3,340	79.8%	11.4%	8.8%	8

General Services Administration

Gender Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Male	3,766	78.4%	11.6%	10.0%	35
Female	3,287	77.0%	11.8%	11.2%	33

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Male	3,556	82.4%	13.4%	4.2%	246
Female	3,141	79.9%	14.5%	5.6%	205

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Male	3,780	78.0%	13.2%	8.8%	19
Female	3,316	76.2%	12.4%	11.4%	19

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Male	3,768	82.4%	10.2%	7.4%	32
Female	3,308	80.5%	11.5%	8.0%	29

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Male	3,814	86.5%	7.7%	5.8%
Female	3,352	84.9%	8.3%	6.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Male	3,802	89.7%	6.0%	4.3%
Female	3,344	88.1%	6.5%	5.4%

General Services Administration Gender Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Male	3,802	88.7%	6.8%	4.5%
Female	3,343	87.5%	5.9%	6.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Male	3,799	82.2%	9.5%	8.3%
Female	3,349	78.0%	11.1%	10.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Male	3,811	83.4%	10.5%	6.1%
Female	3,353	81.5%	11.8%	6.7%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Male	3,751	55.4%	21.9%	22.7%	62
Female	3,286	58.8%	20.2%	20.9%	69

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Male	3,612	67.1%	19.5%	13.5%	191
Female	3,176	65.6%	21.2%	13.2%	174

General Services Administration

Gender Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Male	3,621	78.0%	14.9%	7.2%	157
Female	3,194	76.0%	14.8%	9.2%	136

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Male	3,771	74.9%	14.0%	11.1%	28
Female	3,300	75.8%	13.6%	10.7%	36

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Male	3,674	75.3%	15.7%	8.9%	119
Female	3,198	78.4%	13.9%	7.7%	127

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Male	3,735	69.7%	16.5%	13.8%	60
Female	3,262	71.4%	14.7%	13.9%	70

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Male	3,733	71.6%	15.4%	13.0%	73
Female	3,258	73.0%	15.0%	12.0%	78

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Male	3,687	71.9%	17.4%	10.7%	121
Female	3,209	74.0%	16.6%	9.3%	143

General Services Administration

Gender Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Male	3,765	64.3%	20.3%	15.4%	45
Female	3,314	67.7%	19.2%	13.1%	40

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Male	3,657	74.4%	17.0%	8.6%	156
Female	3,160	76.6%	14.8%	8.6%	192

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Male	3,805	65.4%	18.2%	16.4%
Female	3,353	64.7%	18.7%	16.6%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Male	3,801	66.6%	19.0%	14.4%
Female	3,351	67.1%	18.7%	14.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Male	3,806	62.6%	21.1%	16.4%
Female	3,337	64.6%	19.0%	16.4%

General Services Administration

Gender Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Male	3,794	56.5%	24.6%	18.9%
Female	3,338	57.9%	25.6%	16.4%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Male	3,803	47.4%	25.9%	26.7%
Female	3,339	48.8%	25.3%	25.8%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Male	3,794	65.7%	18.3%	16.0%
Female	3,341	67.9%	18.6%	13.4%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Male	3,794	76.3%	13.2%	10.4%
Female	3,343	77.2%	12.4%	10.4%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Male	3,806	70.6%	14.3%	15.1%
Female	3,347	75.1%	13.1%	11.9%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Male	3,809	72.7%	15.6%	11.7%
Female	3,344	73.2%	15.7%	11.1%

General Services Administration Gender Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Male	3,785	93.2%	4.6%	1.4%	0.8%
Female	3,327	96.3%	2.1%	0.6%	1.0%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Male	3,811	28.2%	40.9%	8.5%	10.7%
Female	3,352	41.5%	40.8%	5.4%	6.7%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Male	3,811	2.8%	0.7%	2.7%	5.5%
Female	3,352	0.9%	0.2%	1.8%	2.6%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Male	3,774	66.9%	30.8%	2.4%
Female	3,339	68.6%	29.7%	1.7%

General Services Administration Gender Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Male	3,790	17.6%	71.6%	10.8%
Female	3,336	18.6%	71.5%	9.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Male	3,770	9.2%	86.4%	4.4%
Female	3,328	14.6%	82.5%	2.9%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Male	3,784	2.9%	86.2%	10.9%
Female	3,333	3.6%	87.1%	9.3%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Male	3,791	2.2%	86.7%	11.2%
Female	3,335	2.9%	86.9%	10.2%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Male	3,373	90.0%	5.4%	4.6%	16
Female	3,152	90.4%	4.4%	5.2%	11

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Gender Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Male	2,501	96.6%	2.5%	0.9%	25
Female	2,251	97.7%	1.4%	0.9%	8

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Male	623	84.1%	13.5%	2.3%	59
Female	579	87.0%	12.2%	0.8%	48

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Male	314	79.6%	18.2%	2.2%	68
Female	446	87.1%	10.8%	2.1%	56

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Male	94	72.8%	27.2%	0.0%	42
Female	94	82.9%	15.8%	1.3%	50

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Male	65	72.4%	26.5%	1.1%	33
Female	72	77.8%	22.2%	0.0%	47

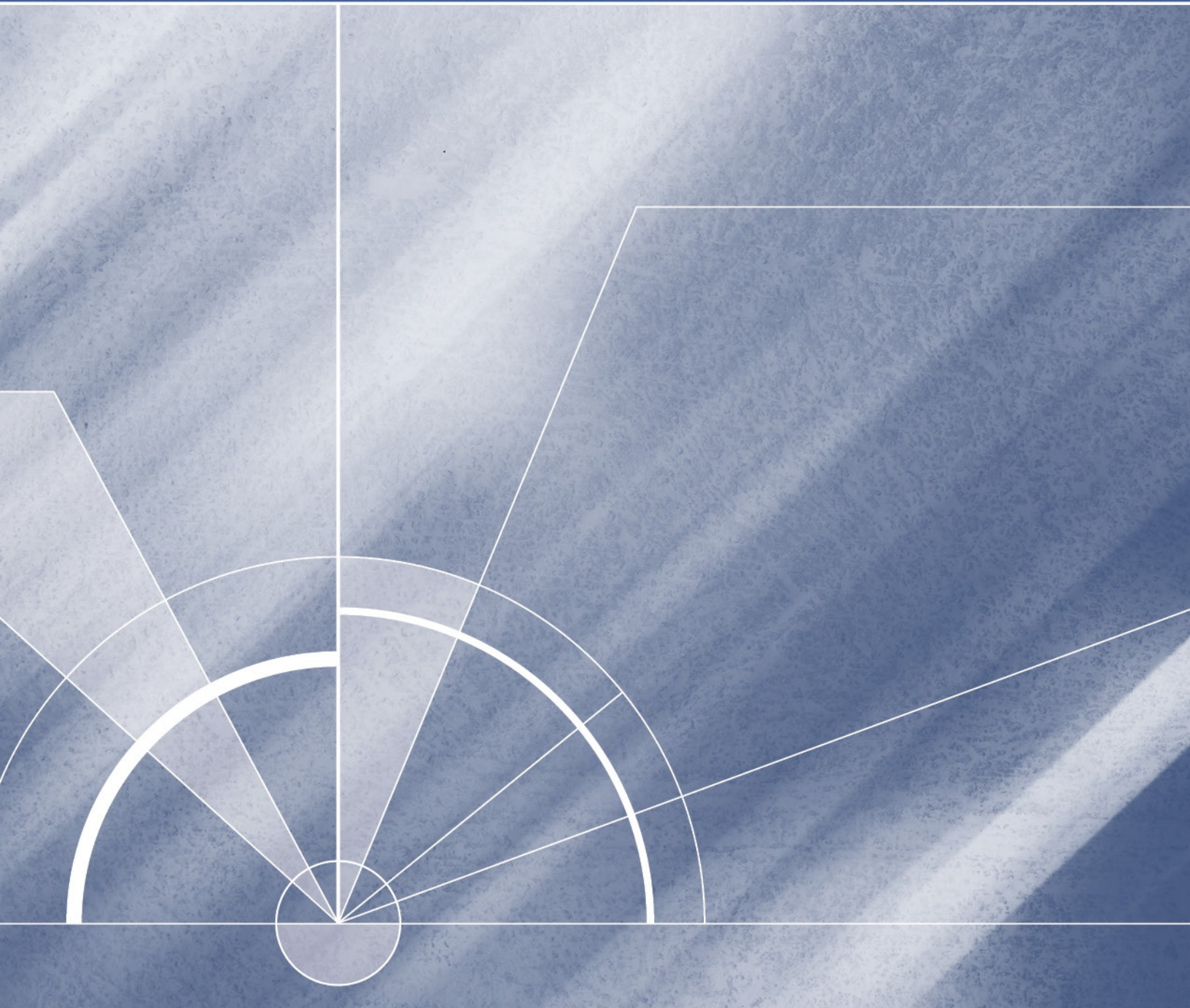
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Generations
Comparison
Report

General Services Administration





General Services Administration Generations Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Traditionalists (born 1945 or earlier)	58
Baby Boomers (born 1946 to 1964)	2,895
Generation X (born 1965 to 1980)	3,178
Generation Y (born 1981 or later)	1,401

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Traditionalists (born 1945 or earlier)	58	72.0%	24.8%	3.2%
Baby Boomers (born 1946 to 1964)	2,887	73.1%	14.6%	12.3%
Generation X (born 1965 to 1980)	3,174	75.8%	11.8%	12.4%
Generation Y (born 1981 or later)	1,401	80.6%	9.4%	10.0%

General Services Administration

Generations Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Traditionalists (born 1945 or earlier)	56	86.0%	8.9%	5.0%
Baby Boomers (born 1946 to 1964)	2,870	75.6%	13.1%	11.3%
Generation X (born 1965 to 1980)	3,158	76.1%	12.1%	11.7%
Generation Y (born 1981 or later)	1,398	77.0%	12.5%	10.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Traditionalists (born 1945 or earlier)	58	68.5%	24.9%	6.6%
Baby Boomers (born 1946 to 1964)	2,848	69.0%	15.6%	15.4%
Generation X (born 1965 to 1980)	3,147	72.2%	13.2%	14.6%
Generation Y (born 1981 or later)	1,391	73.6%	12.1%	14.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Traditionalists (born 1945 or earlier)	57	81.9%	16.5%	1.6%
Baby Boomers (born 1946 to 1964)	2,875	78.2%	12.9%	9.0%
Generation X (born 1965 to 1980)	3,155	75.4%	14.1%	10.5%
Generation Y (born 1981 or later)	1,397	75.0%	14.2%	10.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Traditionalists (born 1945 or earlier)	58	88.5%	9.8%	1.6%
Baby Boomers (born 1946 to 1964)	2,860	84.4%	10.7%	4.9%
Generation X (born 1965 to 1980)	3,142	82.8%	11.7%	5.5%
Generation Y (born 1981 or later)	1,388	79.1%	14.4%	6.5%

General Services Administration

Generations Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Traditionalists (born 1945 or earlier)	57	84.1%	14.3%	1.5%
Baby Boomers (born 1946 to 1964)	2,845	82.5%	10.0%	7.5%
Generation X (born 1965 to 1980)	3,143	82.9%	9.9%	7.2%
Generation Y (born 1981 or later)	1,386	84.2%	8.6%	7.2%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Traditionalists (born 1945 or earlier)	57	100.0%	0.0%	0.0%
Baby Boomers (born 1946 to 1964)	2,864	96.5%	2.3%	1.2%
Generation X (born 1965 to 1980)	3,164	95.6%	2.8%	1.6%
Generation Y (born 1981 or later)	1,398	97.3%	1.5%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Traditionalists (born 1945 or earlier)	57	93.0%	7.0%	0.0%
Baby Boomers (born 1946 to 1964)	2,870	91.3%	7.5%	1.2%
Generation X (born 1965 to 1980)	3,160	92.7%	6.0%	1.3%
Generation Y (born 1981 or later)	1,395	92.6%	6.2%	1.2%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Traditionalists (born 1945 or earlier)	57	68.9%	18.4%	12.7%	0
Baby Boomers (born 1946 to 1964)	2,880	58.2%	16.2%	25.6%	5
Generation X (born 1965 to 1980)	3,166	57.7%	14.6%	27.6%	7
Generation Y (born 1981 or later)	1,395	63.3%	14.7%	22.1%	3

General Services Administration

Generations Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Traditionalists (born 1945 or earlier)	55	74.6%	13.1%	12.3%	0
Baby Boomers (born 1946 to 1964)	2,869	65.6%	15.0%	19.4%	7
Generation X (born 1965 to 1980)	3,160	64.4%	14.5%	21.1%	5
Generation Y (born 1981 or later)	1,393	69.4%	12.6%	18.0%	2

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Traditionalists (born 1945 or earlier)	57	66.1%	22.2%	11.7%	0
Baby Boomers (born 1946 to 1964)	2,822	67.8%	14.4%	17.8%	13
Generation X (born 1965 to 1980)	3,107	68.1%	14.6%	17.3%	9
Generation Y (born 1981 or later)	1,386	68.2%	15.1%	16.7%	1

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Traditionalists (born 1945 or earlier)	57	89.6%	10.4%	0.0%	0
Baby Boomers (born 1946 to 1964)	2,855	85.7%	9.3%	4.9%	13
Generation X (born 1965 to 1980)	3,150	87.6%	7.9%	4.5%	9
Generation Y (born 1981 or later)	1,395	88.2%	6.9%	4.9%	1

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Traditionalists (born 1945 or earlier)	56	90.0%	6.8%	3.2%	0
Baby Boomers (born 1946 to 1964)	2,852	90.5%	6.9%	2.6%	4
Generation X (born 1965 to 1980)	3,131	90.6%	6.5%	2.8%	4
Generation Y (born 1981 or later)	1,387	87.5%	8.7%	3.8%	3

General Services Administration Generations Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Traditionalists (born 1945 or earlier)	56	65.3%	14.9%	19.8%	0
Baby Boomers (born 1946 to 1964)	2,865	72.2%	13.0%	14.8%	15
Generation X (born 1965 to 1980)	3,142	73.8%	11.6%	14.6%	18
Generation Y (born 1981 or later)	1,391	75.5%	10.0%	14.5%	4

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Traditionalists (born 1945 or earlier)	56	62.3%	24.0%	13.7%	1
Baby Boomers (born 1946 to 1964)	2,844	73.5%	14.0%	12.5%	41
Generation X (born 1965 to 1980)	3,111	74.9%	13.0%	12.0%	54
Generation Y (born 1981 or later)	1,350	80.2%	12.0%	7.8%	41

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Traditionalists (born 1945 or earlier)	53	96.2%	2.1%	1.7%	0
Baby Boomers (born 1946 to 1964)	2,868	88.9%	8.4%	2.6%	3
Generation X (born 1965 to 1980)	3,137	89.3%	8.1%	2.6%	14
Generation Y (born 1981 or later)	1,388	88.8%	8.0%	3.2%	4

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Traditionalists (born 1945 or earlier)	57	78.3%	17.0%	4.8%	0
Baby Boomers (born 1946 to 1964)	2,780	70.0%	17.1%	12.9%	102
Generation X (born 1965 to 1980)	3,039	72.9%	14.4%	12.7%	116
Generation Y (born 1981 or later)	1,341	81.0%	10.8%	8.2%	55

General Services Administration

Generations Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Traditionalists (born 1945 or earlier)	55	69.6%	26.9%	3.5%	0
Baby Boomers (born 1946 to 1964)	2,844	67.8%	18.7%	13.5%	21
Generation X (born 1965 to 1980)	3,151	68.1%	16.7%	15.3%	11
Generation Y (born 1981 or later)	1,391	71.0%	14.5%	14.4%	4

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Traditionalists (born 1945 or earlier)	57	58.4%	29.8%	11.8%	1
Baby Boomers (born 1946 to 1964)	2,843	71.4%	14.9%	13.7%	46
Generation X (born 1965 to 1980)	3,095	75.1%	12.0%	13.0%	78
Generation Y (born 1981 or later)	1,333	79.3%	9.1%	11.6%	68

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Traditionalists (born 1945 or earlier)	58	80.0%	18.1%	1.9%
Baby Boomers (born 1946 to 1964)	2,884	83.5%	10.1%	6.4%
Generation X (born 1965 to 1980)	3,175	83.2%	9.2%	7.7%
Generation Y (born 1981 or later)	1,400	84.1%	9.0%	6.9%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Traditionalists (born 1945 or earlier)	56	48.8%	35.9%	15.3%	2
Baby Boomers (born 1946 to 1964)	2,760	48.2%	26.2%	25.6%	123
Generation X (born 1965 to 1980)	3,076	51.1%	23.4%	25.5%	100
Generation Y (born 1981 or later)	1,359	54.6%	20.6%	24.8%	41

General Services Administration

Generations Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Traditionalists (born 1945 or earlier)	54	51.1%	30.9%	18.1%	2
Baby Boomers (born 1946 to 1964)	2,700	43.7%	29.6%	26.7%	180
Generation X (born 1965 to 1980)	2,943	48.2%	26.6%	25.2%	216
Generation Y (born 1981 or later)	1,278	51.8%	26.1%	22.1%	120

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Traditionalists (born 1945 or earlier)	54	44.6%	34.5%	20.8%	3
Baby Boomers (born 1946 to 1964)	2,536	44.9%	32.0%	23.1%	339
Generation X (born 1965 to 1980)	2,808	43.7%	28.8%	27.5%	354
Generation Y (born 1981 or later)	1,206	40.6%	27.3%	32.1%	190

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Traditionalists (born 1945 or earlier)	52	48.9%	36.6%	14.5%	4
Baby Boomers (born 1946 to 1964)	2,715	48.5%	28.8%	22.8%	168
Generation X (born 1965 to 1980)	2,989	48.1%	26.5%	25.4%	179
Generation Y (born 1981 or later)	1,308	49.4%	26.4%	24.2%	92

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Traditionalists (born 1945 or earlier)	52	56.8%	28.7%	14.5%	5
Baby Boomers (born 1946 to 1964)	2,677	52.3%	26.1%	21.6%	195
Generation X (born 1965 to 1980)	2,946	52.7%	24.9%	22.4%	213
Generation Y (born 1981 or later)	1,252	55.9%	25.9%	18.2%	145

General Services Administration Generations Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Traditionalists (born 1945 or earlier)	57	86.5%	11.9%	1.6%	0
Baby Boomers (born 1946 to 1964)	2,857	82.4%	10.4%	7.1%	19
Generation X (born 1965 to 1980)	3,158	84.2%	8.5%	7.3%	4
Generation Y (born 1981 or later)	1,393	86.9%	6.9%	6.2%	5

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Traditionalists (born 1945 or earlier)	55	64.9%	29.9%	5.2%	2
Baby Boomers (born 1946 to 1964)	2,781	65.0%	24.1%	10.9%	100
Generation X (born 1965 to 1980)	3,070	68.0%	21.7%	10.3%	100
Generation Y (born 1981 or later)	1,331	74.0%	17.7%	8.3%	70

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Traditionalists (born 1945 or earlier)	58	93.3%	6.7%	0.0%
Baby Boomers (born 1946 to 1964)	2,888	89.2%	9.0%	1.7%
Generation X (born 1965 to 1980)	3,173	89.4%	9.3%	1.4%
Generation Y (born 1981 or later)	1,399	90.3%	7.8%	1.8%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Traditionalists (born 1945 or earlier)	57	72.9%	22.4%	4.8%	1
Baby Boomers (born 1946 to 1964)	2,810	74.9%	15.5%	9.7%	51
Generation X (born 1965 to 1980)	3,088	76.4%	13.8%	9.8%	36
Generation Y (born 1981 or later)	1,373	81.3%	10.6%	8.1%	10

General Services Administration Generations Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Traditionalists (born 1945 or earlier)	56	58.0%	29.9%	12.1%	2
Baby Boomers (born 1946 to 1964)	2,794	58.9%	22.3%	18.8%	70
Generation X (born 1965 to 1980)	3,059	58.5%	20.1%	21.4%	65
Generation Y (born 1981 or later)	1,360	59.6%	22.7%	17.6%	24

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Traditionalists (born 1945 or earlier)	56	64.0%	26.0%	9.9%	2
Baby Boomers (born 1946 to 1964)	2,798	60.1%	22.4%	17.6%	59
Generation X (born 1965 to 1980)	3,069	62.3%	20.8%	16.9%	51
Generation Y (born 1981 or later)	1,364	67.4%	18.9%	13.8%	20

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Traditionalists (born 1945 or earlier)	54	51.0%	38.7%	10.3%	2
Baby Boomers (born 1946 to 1964)	2,743	51.5%	27.3%	21.1%	98
Generation X (born 1965 to 1980)	3,024	55.4%	23.8%	20.8%	89
Generation Y (born 1981 or later)	1,349	58.6%	22.4%	18.9%	29

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Traditionalists (born 1945 or earlier)	54	32.0%	41.8%	26.3%	2
Baby Boomers (born 1946 to 1964)	2,635	31.3%	32.5%	36.2%	192
Generation X (born 1965 to 1980)	2,869	30.4%	32.0%	37.6%	237
Generation Y (born 1981 or later)	1,261	33.2%	28.7%	38.1%	120

General Services Administration Generations Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Traditionalists (born 1945 or earlier)	55	71.9%	28.1%	0.0%	2
Baby Boomers (born 1946 to 1964)	2,648	62.1%	26.4%	11.6%	203
Generation X (born 1965 to 1980)	2,872	65.7%	23.3%	11.0%	243
Generation Y (born 1981 or later)	1,237	69.5%	20.2%	10.3%	146

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Traditionalists (born 1945 or earlier)	57	87.7%	12.3%	0.0%	0
Baby Boomers (born 1946 to 1964)	2,799	81.8%	12.8%	5.4%	54
Generation X (born 1965 to 1980)	3,043	84.9%	10.6%	4.6%	73
Generation Y (born 1981 or later)	1,349	88.4%	7.4%	4.2%	30

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Traditionalists (born 1945 or earlier)	55	83.3%	13.0%	3.7%	0
Baby Boomers (born 1946 to 1964)	2,811	83.4%	11.0%	5.7%	33
Generation X (born 1965 to 1980)	3,072	81.9%	11.7%	6.4%	41
Generation Y (born 1981 or later)	1,363	81.6%	12.4%	6.0%	18

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Traditionalists (born 1945 or earlier)	54	73.3%	20.0%	6.7%	3
Baby Boomers (born 1946 to 1964)	2,672	63.3%	22.9%	13.8%	175
Generation X (born 1965 to 1980)	2,915	66.2%	18.6%	15.2%	197
Generation Y (born 1981 or later)	1,290	71.3%	17.3%	11.5%	94

General Services Administration Generations Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Traditionalists (born 1945 or earlier)	54	86.9%	11.6%	1.5%	2
Baby Boomers (born 1946 to 1964)	2,616	71.1%	19.8%	9.1%	224
Generation X (born 1965 to 1980)	2,853	76.0%	15.9%	8.2%	253
Generation Y (born 1981 or later)	1,266	85.2%	9.9%	4.9%	112

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Traditionalists (born 1945 or earlier)	55	91.6%	5.0%	3.4%	1
Baby Boomers (born 1946 to 1964)	2,809	81.0%	14.1%	4.9%	44
Generation X (born 1965 to 1980)	3,082	83.6%	11.8%	4.5%	46
Generation Y (born 1981 or later)	1,373	87.4%	9.2%	3.4%	13

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Traditionalists (born 1945 or earlier)	57	80.1%	16.5%	3.3%
Baby Boomers (born 1946 to 1964)	2,851	75.0%	16.9%	8.1%
Generation X (born 1965 to 1980)	3,119	78.0%	14.1%	7.9%
Generation Y (born 1981 or later)	1,383	83.6%	10.8%	5.6%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Traditionalists (born 1945 or earlier)	56	62.6%	30.6%	6.8%	1
Baby Boomers (born 1946 to 1964)	2,731	55.4%	24.7%	19.9%	133
Generation X (born 1965 to 1980)	2,996	57.4%	21.9%	20.7%	137
Generation Y (born 1981 or later)	1,321	58.4%	21.2%	20.4%	64

General Services Administration Generations Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Traditionalists (born 1945 or earlier)	57	91.7%	3.4%	4.9%	0
Baby Boomers (born 1946 to 1964)	2,843	88.0%	6.8%	5.2%	13
Generation X (born 1965 to 1980)	3,123	88.7%	5.9%	5.4%	2
Generation Y (born 1981 or later)	1,375	92.5%	3.7%	3.8%	3

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Traditionalists (born 1945 or earlier)	55	73.5%	18.0%	8.5%	0
Baby Boomers (born 1946 to 1964)	2,841	77.3%	13.1%	9.7%	7
Generation X (born 1965 to 1980)	3,109	79.7%	10.8%	9.5%	9
Generation Y (born 1981 or later)	1,375	84.7%	8.2%	7.1%	5

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Traditionalists (born 1945 or earlier)	57	72.4%	20.8%	6.9%	0
Baby Boomers (born 1946 to 1964)	2,806	75.5%	13.0%	11.5%	25
Generation X (born 1965 to 1980)	3,078	76.6%	12.2%	11.2%	29
Generation Y (born 1981 or later)	1,358	82.1%	9.4%	8.4%	16

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Traditionalists (born 1945 or earlier)	51	83.1%	15.1%	1.8%	5
Baby Boomers (born 1946 to 1964)	2,656	77.6%	17.0%	5.3%	195
Generation X (born 1965 to 1980)	2,944	81.3%	13.5%	5.3%	175
Generation Y (born 1981 or later)	1,274	86.1%	10.5%	3.4%	101

General Services Administration

Generations Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Traditionalists (born 1945 or earlier)	57	76.8%	16.6%	6.6%	0
Baby Boomers (born 1946 to 1964)	2,827	74.4%	14.9%	10.8%	14
Generation X (born 1965 to 1980)	3,099	76.9%	12.5%	10.6%	14
Generation Y (born 1981 or later)	1,363	81.1%	10.5%	8.4%	11

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Traditionalists (born 1945 or earlier)	55	82.8%	12.1%	5.1%	0
Baby Boomers (born 1946 to 1964)	2,801	79.4%	12.4%	8.2%	37
Generation X (born 1965 to 1980)	3,098	80.3%	11.0%	8.7%	16
Generation Y (born 1981 or later)	1,371	86.0%	8.8%	5.2%	9

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Traditionalists (born 1945 or earlier)	57	85.3%	6.5%	8.2%
Baby Boomers (born 1946 to 1964)	2,856	83.9%	9.4%	6.7%
Generation X (born 1965 to 1980)	3,122	84.7%	8.4%	6.9%
Generation Y (born 1981 or later)	1,380	89.7%	5.8%	4.5%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Traditionalists (born 1945 or earlier)	56	90.0%	3.3%	6.7%
Baby Boomers (born 1946 to 1964)	2,843	87.5%	6.8%	5.8%
Generation X (born 1965 to 1980)	3,120	87.8%	7.1%	5.1%
Generation Y (born 1981 or later)	1,376	92.6%	4.3%	3.2%

General Services Administration Generations Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Traditionalists (born 1945 or earlier)	57	90.5%	7.9%	1.6%
Baby Boomers (born 1946 to 1964)	2,847	85.8%	7.9%	6.3%
Generation X (born 1965 to 1980)	3,113	87.7%	6.4%	5.9%
Generation Y (born 1981 or later)	1,378	92.7%	3.3%	4.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Traditionalists (born 1945 or earlier)	56	84.5%	8.8%	6.7%
Baby Boomers (born 1946 to 1964)	2,844	78.1%	11.8%	10.1%
Generation X (born 1965 to 1980)	3,118	78.7%	11.2%	10.1%
Generation Y (born 1981 or later)	1,378	85.2%	6.7%	8.1%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Traditionalists (born 1945 or earlier)	57	91.7%	5.1%	3.3%
Baby Boomers (born 1946 to 1964)	2,850	81.8%	11.1%	7.1%
Generation X (born 1965 to 1980)	3,115	80.9%	12.5%	6.6%
Generation Y (born 1981 or later)	1,379	85.2%	9.4%	5.4%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Traditionalists (born 1945 or earlier)	54	59.4%	25.8%	14.8%	3
Baby Boomers (born 1946 to 1964)	2,775	55.1%	23.3%	21.6%	68
Generation X (born 1965 to 1980)	3,063	56.7%	19.7%	23.6%	47
Generation Y (born 1981 or later)	1,360	58.7%	20.4%	20.9%	17

General Services Administration

Generations Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Traditionalists (born 1945 or earlier)	54	75.7%	14.8%	9.5%	3
Baby Boomers (born 1946 to 1964)	2,679	63.4%	22.0%	14.6%	162
Generation X (born 1965 to 1980)	2,950	65.5%	20.6%	13.8%	153
Generation Y (born 1981 or later)	1,308	71.5%	17.4%	11.2%	63

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Traditionalists (born 1945 or earlier)	53	78.5%	20.1%	1.5%	3
Baby Boomers (born 1946 to 1964)	2,686	74.1%	16.8%	9.1%	125
Generation X (born 1965 to 1980)	2,959	76.0%	15.2%	8.8%	130
Generation Y (born 1981 or later)	1,317	83.2%	10.8%	6.0%	50

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Traditionalists (born 1945 or earlier)	55	75.7%	22.5%	1.7%	1
Baby Boomers (born 1946 to 1964)	2,801	74.2%	15.5%	10.3%	29
Generation X (born 1965 to 1980)	3,068	74.4%	13.5%	12.1%	26
Generation Y (born 1981 or later)	1,360	77.6%	11.9%	10.5%	12

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Traditionalists (born 1945 or earlier)	55	77.2%	21.0%	1.7%	2
Baby Boomers (born 1946 to 1964)	2,716	75.2%	16.6%	8.2%	109
Generation X (born 1965 to 1980)	2,972	76.6%	14.2%	9.2%	111
Generation Y (born 1981 or later)	1,329	78.9%	13.3%	7.8%	37

General Services Administration

Generations Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Traditionalists (born 1945 or earlier)	54	77.0%	16.3%	6.7%	3
Baby Boomers (born 1946 to 1964)	2,769	68.0%	17.9%	14.1%	58
Generation X (born 1965 to 1980)	3,028	70.9%	14.3%	14.8%	61
Generation Y (born 1981 or later)	1,351	72.7%	14.8%	12.5%	18

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Traditionalists (born 1945 or earlier)	55	72.3%	19.4%	8.3%	1
Baby Boomers (born 1946 to 1964)	2,767	69.6%	17.5%	12.8%	62
Generation X (born 1965 to 1980)	3,032	72.1%	14.2%	13.8%	71
Generation Y (born 1981 or later)	1,349	75.9%	13.7%	10.4%	23

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Traditionalists (born 1945 or earlier)	53	80.4%	16.0%	3.6%	3
Baby Boomers (born 1946 to 1964)	2,734	71.4%	18.0%	10.6%	103
Generation X (born 1965 to 1980)	2,982	71.7%	18.2%	10.1%	123
Generation Y (born 1981 or later)	1,333	76.2%	14.3%	9.5%	42

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Traditionalists (born 1945 or earlier)	57	66.1%	27.5%	6.4%	0
Baby Boomers (born 1946 to 1964)	2,802	62.7%	21.5%	15.8%	37
Generation X (born 1965 to 1980)	3,072	65.3%	20.1%	14.7%	34
Generation Y (born 1981 or later)	1,359	71.2%	16.8%	12.0%	17

General Services Administration Generations Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Traditionalists (born 1945 or earlier)	53	71.1%	24.1%	4.9%	4
Baby Boomers (born 1946 to 1964)	2,693	73.3%	18.1%	8.5%	150
Generation X (born 1965 to 1980)	2,970	75.7%	15.4%	8.8%	136
Generation Y (born 1981 or later)	1,302	76.4%	14.3%	9.4%	70

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Traditionalists (born 1945 or earlier)	57	69.6%	23.9%	6.5%
Baby Boomers (born 1946 to 1964)	2,829	62.5%	20.5%	17.0%
Generation X (born 1965 to 1980)	3,101	65.2%	17.3%	17.5%
Generation Y (born 1981 or later)	1,373	67.5%	17.3%	15.2%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Traditionalists (born 1945 or earlier)	57	71.9%	21.5%	6.6%
Baby Boomers (born 1946 to 1964)	2,828	64.9%	20.3%	14.8%
Generation X (born 1965 to 1980)	3,096	66.8%	18.9%	14.2%
Generation Y (born 1981 or later)	1,372	68.3%	16.6%	15.1%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Traditionalists (born 1945 or earlier)	57	51.8%	40.2%	8.0%
Baby Boomers (born 1946 to 1964)	2,820	61.5%	20.6%	17.9%
Generation X (born 1965 to 1980)	3,093	61.9%	21.3%	16.8%
Generation Y (born 1981 or later)	1,373	69.2%	16.7%	14.2%

General Services Administration Generations Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Traditionalists (born 1945 or earlier)	56	58.0%	32.5%	9.5%
Baby Boomers (born 1946 to 1964)	2,821	54.2%	26.9%	18.9%
Generation X (born 1965 to 1980)	3,082	57.2%	24.5%	18.4%
Generation Y (born 1981 or later)	1,371	60.5%	24.0%	15.6%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Traditionalists (born 1945 or earlier)	57	45.8%	35.3%	18.9%
Baby Boomers (born 1946 to 1964)	2,827	44.8%	27.9%	27.2%
Generation X (born 1965 to 1980)	3,087	48.6%	25.0%	26.5%
Generation Y (born 1981 or later)	1,369	51.1%	23.0%	25.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Traditionalists (born 1945 or earlier)	55	63.7%	27.7%	8.7%
Baby Boomers (born 1946 to 1964)	2,827	66.1%	20.0%	13.8%
Generation X (born 1965 to 1980)	3,088	66.3%	18.1%	15.6%
Generation Y (born 1981 or later)	1,365	66.4%	16.8%	16.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Traditionalists (born 1945 or earlier)	56	81.7%	13.4%	5.0%
Baby Boomers (born 1946 to 1964)	2,824	76.0%	13.9%	10.1%
Generation X (born 1965 to 1980)	3,085	75.8%	13.0%	11.2%
Generation Y (born 1981 or later)	1,370	78.1%	11.6%	10.3%

General Services Administration

Generations Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Traditionalists (born 1945 or earlier)	57	84.2%	14.3%	1.5%
Baby Boomers (born 1946 to 1964)	2,827	72.2%	14.1%	13.7%
Generation X (born 1965 to 1980)	3,095	73.4%	13.8%	12.8%
Generation Y (born 1981 or later)	1,374	69.1%	14.3%	16.6%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Traditionalists (born 1945 or earlier)	56	77.3%	17.7%	5.0%
Baby Boomers (born 1946 to 1964)	2,832	70.5%	17.3%	12.2%
Generation X (born 1965 to 1980)	3,093	72.8%	15.3%	11.9%
Generation Y (born 1981 or later)	1,372	75.7%	14.7%	9.6%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Traditionalists (born 1945 or earlier)	56	87.7%	7.1%	0.0%	5.2%
Baby Boomers (born 1946 to 1964)	2,816	93.9%	4.0%	1.3%	0.8%
Generation X (born 1965 to 1980)	3,069	95.5%	2.8%	0.7%	1.0%
Generation Y (born 1981 or later)	1,364	94.4%	3.5%	1.3%	0.8%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Traditionalists (born 1945 or earlier)	57	33.9%	32.1%	3.2%	9.7%
Baby Boomers (born 1946 to 1964)	2,831	35.5%	35.7%	7.5%	9.7%
Generation X (born 1965 to 1980)	3,096	35.5%	42.2%	7.1%	8.8%
Generation Y (born 1981 or later)	1,372	29.1%	49.8%	6.4%	7.3%

(continued)

General Services Administration Generations Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Traditionalists (born 1945 or earlier)	57	6.7%	1.9%	1.6%	10.8%
Baby Boomers (born 1946 to 1964)	2,831	2.2%	0.8%	2.4%	6.1%
Generation X (born 1965 to 1980)	3,096	1.6%	0.3%	2.1%	2.6%
Generation Y (born 1981 or later)	1,372	1.9%	0.1%	2.6%	2.9%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Traditionalists (born 1945 or earlier)	57	70.2%	29.8%	0.0%
Baby Boomers (born 1946 to 1964)	2,806	68.8%	29.4%	1.8%
Generation X (born 1965 to 1980)	3,077	64.5%	33.3%	2.2%
Generation Y (born 1981 or later)	1,361	72.1%	25.1%	2.8%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Traditionalists (born 1945 or earlier)	57	20.2%	74.3%	5.5%
Baby Boomers (born 1946 to 1964)	2,804	19.2%	71.0%	9.9%
Generation X (born 1965 to 1980)	3,084	18.5%	71.3%	10.3%
Generation Y (born 1981 or later)	1,368	14.0%	73.5%	12.6%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Traditionalists (born 1945 or earlier)	57	3.7%	91.0%	5.3%
Baby Boomers (born 1946 to 1964)	2,796	12.8%	84.4%	2.7%
Generation X (born 1965 to 1980)	3,067	12.6%	84.1%	3.3%
Generation Y (born 1981 or later)	1,361	7.8%	85.5%	6.7%

General Services Administration Generations Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Traditionalists (born 1945 or earlier)	57	0.0%	93.0%	7.0%
Baby Boomers (born 1946 to 1964)	2,801	3.2%	88.7%	8.1%
Generation X (born 1965 to 1980)	3,081	3.5%	86.0%	10.5%
Generation Y (born 1981 or later)	1,364	2.9%	83.0%	14.2%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Traditionalists (born 1945 or earlier)	56	0.0%	92.7%	7.3%
Baby Boomers (born 1946 to 1964)	2,811	3.4%	86.6%	10.1%
Generation X (born 1965 to 1980)	3,083	2.4%	87.0%	10.6%
Generation Y (born 1981 or later)	1,362	1.0%	86.4%	12.6%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Traditionalists (born 1945 or earlier)	43	95.9%	1.9%	2.2%	2
Baby Boomers (born 1946 to 1964)	2,503	89.7%	5.6%	4.7%	15
Generation X (born 1965 to 1980)	2,889	90.0%	5.0%	5.0%	10
Generation Y (born 1981 or later)	1,265	90.5%	3.7%	5.8%	3

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Traditionalists (born 1945 or earlier)	37	97.4%	2.6%	0.0%	2
Baby Boomers (born 1946 to 1964)	1,905	96.5%	2.7%	0.7%	17
Generation X (born 1965 to 1980)	1,951	97.2%	1.7%	1.2%	10
Generation Y (born 1981 or later)	981	97.6%	1.4%	1.0%	5

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Generations Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Traditionalists (born 1945 or earlier)	12	67.8%	32.2%	0.0%	0
Baby Boomers (born 1946 to 1964)	506	86.4%	12.2%	1.4%	54
Generation X (born 1965 to 1980)	531	86.2%	12.1%	1.7%	45
Generation Y (born 1981 or later)	178	82.8%	15.5%	1.7%	14

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Traditionalists (born 1945 or earlier)	<10	--	--	--	--
Baby Boomers (born 1946 to 1964)	327	81.3%	16.6%	2.1%	61
Generation X (born 1965 to 1980)	354	86.2%	11.3%	2.5%	54
Generation Y (born 1981 or later)	97	84.6%	13.5%	2.0%	19

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Traditionalists (born 1945 or earlier)	<10	--	--	--	--
Baby Boomers (born 1946 to 1964)	69	72.2%	26.2%	1.6%	52
Generation X (born 1965 to 1980)	89	77.6%	22.4%	0.0%	33
Generation Y (born 1981 or later)	37	85.4%	14.6%	0.0%	10

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Traditionalists (born 1945 or earlier)	<10	--	--	--	--
Baby Boomers (born 1946 to 1964)	75	79.8%	20.2%	0.0%	38
Generation X (born 1965 to 1980)	52	65.0%	33.4%	1.5%	36
Generation Y (born 1981 or later)	14	78.6%	21.4%	0.0%	8

**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Pay
Category
Comparison
Report

General Services Administration





General Services Administration *Pay Category Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Federal Wage System	19
GS 1-6	57
GS 7-12	2,977
GS 13-15	4,083
Senior Executive Service	69
Senior Level (SL) or Scientific or Professional (ST)	<10
Other	20

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

General Services Administration

Pay Category Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Federal Wage System	19	40.9%	35.3%	23.8%
GS 1-6	57	67.9%	18.1%	14.0%
GS 7-12	2,974	71.7%	14.8%	13.6%
GS 13-15	4,075	79.7%	10.5%	9.8%
Senior Executive Service	69	95.6%	2.5%	1.9%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	56.5%	13.5%	30.0%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Federal Wage System	19	48.4%	31.0%	20.6%
GS 1-6	55	75.3%	13.4%	11.3%
GS 7-12	2,957	72.3%	14.8%	12.8%
GS 13-15	4,058	79.6%	10.6%	9.9%
Senior Executive Service	69	98.6%	0.0%	1.4%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	58.2%	18.6%	23.2%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Federal Wage System	18	44.6%	17.0%	38.4%
GS 1-6	56	63.3%	24.1%	12.7%
GS 7-12	2,948	65.5%	16.8%	17.6%
GS 13-15	4,031	76.4%	11.5%	12.2%
Senior Executive Service	69	96.1%	3.9%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	50.5%	19.4%	30.1%

General Services Administration

Pay Category Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Federal Wage System	19	44.3%	30.4%	25.3%
GS 1-6	57	67.7%	26.7%	5.6%
GS 7-12	2,961	72.9%	15.6%	11.5%
GS 13-15	4,057	80.1%	11.6%	8.3%
Senior Executive Service	69	100.0%	0.0%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	62.6%	13.5%	23.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Federal Wage System	19	80.0%	15.6%	4.4%
GS 1-6	57	67.7%	27.1%	5.2%
GS 7-12	2,946	81.0%	12.9%	6.2%
GS 13-15	4,033	85.0%	10.3%	4.7%
Senior Executive Service	69	98.8%	1.2%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	71.0%	18.9%	10.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Federal Wage System	19	68.6%	26.0%	5.3%
GS 1-6	57	76.0%	16.9%	7.1%
GS 7-12	2,933	82.4%	10.4%	7.2%
GS 13-15	4,030	84.2%	8.8%	7.1%
Senior Executive Service	69	97.4%	1.3%	1.4%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	56.1%	33.9%	10.0%

General Services Administration Pay Category Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Federal Wage System	19	86.5%	4.8%	8.7%
GS 1-6	54	95.4%	2.3%	2.2%
GS 7-12	2,957	95.1%	3.1%	1.8%
GS 13-15	4,058	97.6%	1.5%	0.9%
Senior Executive Service	69	100.0%	0.0%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	90.7%	9.3%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Federal Wage System	19	90.2%	9.8%	0.0%
GS 1-6	57	85.8%	14.2%	0.0%
GS 7-12	2,960	90.7%	7.6%	1.7%
GS 13-15	4,051	93.7%	5.4%	0.9%
Senior Executive Service	69	97.3%	2.7%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	85.8%	14.2%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Federal Wage System	19	56.0%	9.2%	34.7%	0
GS 1-6	56	65.9%	24.9%	9.2%	0
GS 7-12	2,958	62.0%	16.2%	21.8%	9
GS 13-15	4,072	57.3%	14.1%	28.7%	5
Senior Executive Service	69	67.9%	12.7%	19.3%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	31.5%	38.1%	30.4%	0

General Services Administration Pay Category Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Federal Wage System	19	57.9%	18.7%	23.5%	0
GS 1-6	55	70.1%	16.1%	13.8%	1
GS 7-12	2,946	65.8%	15.1%	19.1%	9
GS 13-15	4,067	66.2%	13.4%	20.4%	3
Senior Executive Service	69	81.9%	11.6%	6.5%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	36.0%	36.5%	27.5%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Federal Wage System	18	54.3%	23.8%	21.9%	0
GS 1-6	54	57.8%	26.7%	15.4%	1
GS 7-12	2,912	63.1%	17.5%	19.4%	16
GS 13-15	4,006	72.4%	12.1%	15.5%	5
Senior Executive Service	68	93.5%	5.1%	1.4%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	34.3%	21.8%	43.9%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Federal Wage System	17	65.9%	17.8%	16.3%	1
GS 1-6	56	76.1%	16.2%	7.7%	0
GS 7-12	2,942	86.0%	9.1%	4.9%	12
GS 13-15	4,055	88.3%	7.3%	4.3%	8
Senior Executive Service	68	97.3%	2.7%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	68.5%	15.2%	16.2%	0

General Services Administration Pay Category Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Federal Wage System	19	90.2%	4.4%	5.3%	0
GS 1-6	54	80.7%	11.1%	8.2%	0
GS 7-12	2,934	89.1%	7.5%	3.5%	6
GS 13-15	4,030	91.0%	6.5%	2.4%	3
Senior Executive Service	68	100.0%	0.0%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	78.2%	16.0%	5.8%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Federal Wage System	19	60.3%	24.5%	15.2%	0
GS 1-6	56	80.9%	14.7%	4.4%	0
GS 7-12	2,945	74.7%	11.9%	13.4%	14
GS 13-15	4,044	72.9%	11.4%	15.7%	20
Senior Executive Service	69	84.1%	7.5%	8.4%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	64.1%	24.5%	11.4%	1

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Federal Wage System	19	55.9%	26.7%	17.5%	0
GS 1-6	51	68.9%	19.2%	12.0%	5
GS 7-12	2,891	71.5%	15.6%	12.9%	72
GS 13-15	4,015	79.1%	10.9%	10.0%	53
Senior Executive Service	67	84.7%	9.8%	5.5%	2
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	29.7%	33.9%	36.4%	2

General Services Administration Pay Category Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Federal Wage System	19	79.0%	8.7%	12.3%	0
GS 1-6	55	79.0%	17.2%	3.8%	0
GS 7-12	2,938	87.3%	9.4%	3.3%	13
GS 13-15	4,043	90.9%	6.8%	2.3%	8
Senior Executive Service	69	98.7%	1.3%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	69.5%	26.0%	4.5%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Federal Wage System	19	45.1%	36.2%	18.8%	0
GS 1-6	57	59.3%	32.9%	7.8%	0
GS 7-12	2,853	70.2%	17.0%	12.8%	109
GS 13-15	3,908	76.8%	12.3%	10.9%	152
Senior Executive Service	69	94.6%	0.0%	5.4%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	47.4%	17.7%	34.9%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Federal Wage System	19	56.6%	30.0%	13.5%	0
GS 1-6	55	61.6%	23.1%	15.3%	0
GS 7-12	2,933	66.1%	18.3%	15.7%	22
GS 13-15	4,048	71.3%	15.8%	12.9%	8
Senior Executive Service	67	75.1%	15.0%	9.9%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	42.5%	25.6%	31.9%	0

General Services Administration Pay Category Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Federal Wage System	19	67.1%	16.6%	16.3%	0
GS 1-6	49	65.3%	28.6%	6.1%	8
GS 7-12	2,859	72.7%	13.8%	13.5%	116
GS 13-15	4,014	76.3%	11.4%	12.3%	63
Senior Executive Service	68	81.5%	12.4%	6.1%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	40.3%	37.9%	21.7%	3

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Federal Wage System	19	57.7%	25.2%	17.1%
GS 1-6	57	77.3%	16.0%	6.7%
GS 7-12	2,969	82.1%	10.4%	7.6%
GS 13-15	4,077	85.3%	8.4%	6.3%
Senior Executive Service	69	100.0%	0.0%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	70.0%	15.3%	14.7%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Federal Wage System	19	55.1%	13.9%	31.0%	0
GS 1-6	49	60.0%	24.6%	15.5%	8
GS 7-12	2,822	49.7%	27.0%	23.3%	148
GS 13-15	3,983	51.3%	21.7%	27.0%	96
Senior Executive Service	67	72.2%	14.3%	13.5%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	41.8%	23.3%	34.9%	0

General Services Administration Pay Category Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Federal Wage System	19	25.6%	39.0%	35.4%	0
GS 1-6	46	45.3%	37.3%	17.4%	10
GS 7-12	2,696	36.0%	32.6%	31.4%	269
GS 13-15	3,846	55.4%	24.0%	20.5%	213
Senior Executive Service	69	93.3%	6.7%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	22.5%	35.9%	41.6%	1

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Federal Wage System	19	42.1%	26.8%	31.1%	0
GS 1-6	42	41.1%	44.9%	14.0%	13
GS 7-12	2,520	36.3%	33.7%	30.1%	437
GS 13-15	3,678	48.7%	26.7%	24.5%	388
Senior Executive Service	67	85.9%	11.4%	2.7%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	22.8%	28.4%	48.8%	3

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Federal Wage System	19	46.4%	25.6%	28.0%	0
GS 1-6	50	52.2%	28.6%	19.2%	7
GS 7-12	2,733	41.6%	31.9%	26.5%	233
GS 13-15	3,897	53.9%	23.7%	22.4%	175
Senior Executive Service	66	82.3%	16.4%	1.3%	3
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	17.8%	39.8%	42.4%	3

General Services Administration Pay Category Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Federal Wage System	19	32.7%	39.3%	28.0%	0
GS 1-6	45	51.8%	38.8%	9.5%	10
GS 7-12	2,672	45.2%	29.9%	24.9%	287
GS 13-15	3,835	59.3%	22.1%	18.6%	228
Senior Executive Service	66	87.0%	10.2%	2.8%	2
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	17.8%	16.2%	66.0%	3

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Federal Wage System	19	62.0%	26.2%	11.8%	0
GS 1-6	56	76.1%	16.4%	7.5%	1
GS 7-12	2,948	81.1%	10.6%	8.3%	14
GS 13-15	4,055	86.9%	7.4%	5.7%	9
Senior Executive Service	68	97.4%	1.4%	1.2%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	67.5%	11.0%	21.5%	1

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Federal Wage System	19	64.6%	9.6%	25.8%	0
GS 1-6	52	66.6%	26.9%	6.6%	5
GS 7-12	2,826	66.0%	23.9%	10.1%	146
GS 13-15	3,962	69.6%	20.4%	9.9%	104
Senior Executive Service	69	89.9%	10.1%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	41.1%	37.5%	21.4%	2

General Services Administration Pay Category Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Federal Wage System	19	75.1%	24.9%	0.0%
GS 1-6	57	73.6%	20.6%	5.8%
GS 7-12	2,975	88.0%	10.0%	2.0%
GS 13-15	4,082	91.3%	7.5%	1.1%
Senior Executive Service	69	98.8%	1.2%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	55.0%	34.9%	10.1%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Federal Wage System	19	60.3%	23.1%	16.6%	0
GS 1-6	56	72.1%	22.3%	5.6%	0
GS 7-12	2,923	76.3%	15.0%	8.7%	43
GS 13-15	4,021	77.5%	12.8%	9.8%	47
Senior Executive Service	68	93.1%	5.5%	1.4%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	46.8%	33.7%	19.5%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Federal Wage System	19	43.7%	24.0%	32.3%	0
GS 1-6	56	56.5%	29.5%	14.0%	1
GS 7-12	2,891	54.9%	23.9%	21.2%	73
GS 13-15	3,995	62.2%	19.5%	18.2%	78
Senior Executive Service	69	88.3%	7.7%	4.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	31.7%	22.1%	46.2%	1

General Services Administration Pay Category Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Federal Wage System	18	40.3%	32.4%	27.2%	0
GS 1-6	56	57.9%	29.3%	12.8%	1
GS 7-12	2,889	57.5%	23.9%	18.6%	80
GS 13-15	4,017	66.5%	18.6%	14.9%	44
Senior Executive Service	66	94.5%	4.2%	1.2%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	40.0%	32.9%	27.1%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Federal Wage System	19	32.1%	25.5%	42.4%	0
GS 1-6	49	59.3%	27.7%	13.0%	5
GS 7-12	2,829	48.3%	28.1%	23.6%	123
GS 13-15	3,969	59.3%	22.5%	18.2%	81
Senior Executive Service	68	89.4%	7.8%	2.7%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	25.8%	28.8%	45.4%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Federal Wage System	19	9.4%	45.6%	45.0%	0
GS 1-6	47	42.0%	32.2%	25.9%	10
GS 7-12	2,676	27.8%	31.4%	40.8%	269
GS 13-15	3,786	33.8%	31.9%	34.2%	250
Senior Executive Service	66	59.5%	24.2%	16.3%	2
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	13.1%	38.8%	48.1%	3

General Services Administration Pay Category Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Federal Wage System	17	38.8%	53.6%	7.6%	1
GS 1-6	50	57.4%	26.6%	16.1%	6
GS 7-12	2,675	60.2%	26.8%	13.0%	283
GS 13-15	3,782	69.1%	21.6%	9.3%	278
Senior Executive Service	68	88.9%	9.3%	1.8%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	15	46.8%	26.3%	26.9%	5

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Federal Wage System	19	38.9%	28.9%	32.3%	0
GS 1-6	56	80.5%	15.4%	4.0%	1
GS 7-12	2,893	82.4%	12.3%	5.3%	67
GS 13-15	3,976	86.3%	9.6%	4.1%	81
Senior Executive Service	69	100.0%	0.0%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	76.4%	9.7%	14.0%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Federal Wage System	18	54.5%	21.1%	24.3%	0
GS 1-6	56	81.1%	13.1%	5.8%	0
GS 7-12	2,917	80.8%	13.2%	5.9%	39
GS 13-15	4,007	83.8%	10.3%	5.9%	45
Senior Executive Service	69	94.5%	5.5%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	16	67.2%	13.3%	19.6%	3

General Services Administration Pay Category Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Federal Wage System	19	39.3%	37.9%	22.8%	0
GS 1-6	52	68.8%	18.6%	12.5%	3
GS 7-12	2,736	61.0%	23.9%	15.1%	222
GS 13-15	3,826	70.3%	17.0%	12.8%	227
Senior Executive Service	69	95.1%	4.9%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	30.1%	12.9%	57.0%	3

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Federal Wage System	17	43.5%	49.3%	7.2%	1
GS 1-6	52	78.8%	15.1%	6.1%	1
GS 7-12	2,676	70.6%	20.2%	9.1%	276
GS 13-15	3,765	80.1%	12.9%	7.0%	283
Senior Executive Service	69	98.2%	1.8%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	73.3%	11.3%	15.4%	2

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Federal Wage System	18	59.1%	36.0%	5.0%	1
GS 1-6	53	83.7%	12.5%	3.9%	3
GS 7-12	2,914	81.4%	13.8%	4.8%	54
GS 13-15	4,035	85.3%	10.7%	4.0%	34
Senior Executive Service	69	97.3%	2.7%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	66.1%	23.9%	10.0%	3

General Services Administration Pay Category Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Federal Wage System	19	59.8%	25.7%	14.5%
GS 1-6	56	77.7%	18.3%	4.0%
GS 7-12	2,965	77.4%	14.9%	7.8%
GS 13-15	4,064	79.2%	13.7%	7.1%
Senior Executive Service	69	94.8%	2.6%	2.6%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	52.2%	28.1%	19.6%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Federal Wage System	18	48.2%	20.8%	31.0%	1
GS 1-6	53	63.4%	22.8%	13.8%	4
GS 7-12	2,801	53.8%	24.8%	21.3%	174
GS 13-15	3,947	59.6%	21.3%	19.1%	133
Senior Executive Service	67	86.9%	7.5%	5.5%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	30.7%	34.8%	34.6%	3

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Federal Wage System	18	89.6%	10.4%	0.0%	0
GS 1-6	56	84.3%	7.4%	8.3%	0
GS 7-12	2,961	87.2%	7.1%	5.7%	10
GS 13-15	4,066	91.3%	4.6%	4.0%	7
Senior Executive Service	69	95.7%	1.8%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	64.2%	15.9%	19.8%	1

General Services Administration Pay Category Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Federal Wage System	19	66.2%	27.3%	6.5%	0
GS 1-6	55	74.1%	14.3%	11.6%	0
GS 7-12	2,950	74.1%	15.2%	10.7%	14
GS 13-15	4,062	84.8%	7.8%	7.4%	6
Senior Executive Service	69	94.3%	3.0%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	50.6%	30.5%	18.9%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Federal Wage System	19	51.6%	41.9%	6.5%	0
GS 1-6	51	71.8%	15.6%	12.6%	3
GS 7-12	2,917	74.8%	14.1%	11.1%	38
GS 13-15	4,022	80.2%	9.7%	10.1%	28
Senior Executive Service	68	85.2%	8.8%	5.9%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	56.9%	24.2%	18.9%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Federal Wage System	18	61.0%	39.0%	0.0%	1
GS 1-6	50	72.9%	19.7%	7.4%	4
GS 7-12	2,766	76.7%	17.5%	5.9%	195
GS 13-15	3,816	84.8%	11.3%	4.0%	253
Senior Executive Service	69	94.1%	5.9%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	56.5%	22.5%	21.0%	2

General Services Administration Pay Category Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Federal Wage System	19	56.9%	36.6%	6.5%	0
GS 1-6	55	72.1%	17.2%	10.7%	0
GS 7-12	2,932	74.8%	14.9%	10.4%	21
GS 13-15	4,048	79.0%	11.1%	9.9%	17
Senior Executive Service	69	90.4%	7.0%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	35.8%	39.3%	24.9%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Federal Wage System	19	63.4%	20.4%	16.1%	0
GS 1-6	54	69.0%	19.1%	11.9%	0
GS 7-12	2,923	77.0%	13.2%	9.8%	36
GS 13-15	4,039	85.0%	9.0%	6.0%	24
Senior Executive Service	69	94.3%	5.7%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	66.0%	14.5%	19.5%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Federal Wage System	19	53.1%	41.5%	5.4%
GS 1-6	57	86.0%	8.7%	5.3%
GS 7-12	2,968	84.0%	9.3%	6.7%
GS 13-15	4,079	87.4%	6.8%	5.9%
Senior Executive Service	69	91.7%	7.0%	1.3%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	61.6%	9.3%	29.1%

General Services Administration Pay Category Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Federal Wage System	19	69.1%	25.5%	5.4%
GS 1-6	57	81.4%	13.3%	5.3%
GS 7-12	2,961	87.8%	6.9%	5.4%
GS 13-15	4,065	90.1%	5.4%	4.5%
Senior Executive Service	69	94.1%	1.8%	4.1%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	60.2%	19.2%	20.6%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Federal Wage System	19	78.2%	21.8%	0.0%
GS 1-6	56	81.2%	6.8%	12.0%
GS 7-12	2,963	86.4%	7.3%	6.3%
GS 13-15	4,063	89.7%	5.4%	5.0%
Senior Executive Service	69	93.0%	4.4%	2.6%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	67.7%	18.1%	14.2%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Federal Wage System	19	62.8%	15.6%	21.6%
GS 1-6	56	79.2%	11.4%	9.5%
GS 7-12	2,963	77.4%	12.6%	10.1%
GS 13-15	4,068	82.3%	8.6%	9.1%
Senior Executive Service	68	92.3%	5.0%	2.7%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	45.2%	24.2%	30.6%

General Services Administration Pay Category Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Federal Wage System	18	65.7%	22.8%	11.6%
GS 1-6	57	82.2%	10.3%	7.6%
GS 7-12	2,969	81.2%	12.0%	6.8%
GS 13-15	4,076	83.6%	10.5%	6.0%
Senior Executive Service	69	92.4%	6.3%	1.3%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	60.0%	25.4%	14.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Federal Wage System	19	38.8%	31.2%	30.1%	0
GS 1-6	55	69.6%	23.1%	7.3%	2
GS 7-12	2,889	55.2%	23.4%	21.5%	80
GS 13-15	4,030	57.6%	19.7%	22.7%	50
Senior Executive Service	69	90.0%	6.1%	3.9%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	31.8%	25.4%	42.8%	0

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Federal Wage System	18	38.4%	40.5%	21.1%	1
GS 1-6	54	69.0%	20.1%	10.9%	2
GS 7-12	2,782	62.4%	23.6%	14.0%	177
GS 13-15	3,891	69.0%	18.0%	12.9%	186
Senior Executive Service	69	94.7%	2.8%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	19	42.5%	32.3%	25.2%	1

General Services Administration Pay Category Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Federal Wage System	16	69.9%	23.9%	6.2%	1
GS 1-6	55	72.0%	17.9%	10.0%	2
GS 7-12	2,810	73.2%	17.8%	9.0%	133
GS 13-15	3,888	79.8%	12.9%	7.3%	159
Senior Executive Service	69	94.1%	2.6%	3.3%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	16	51.6%	11.8%	36.6%	4

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Federal Wage System	18	57.1%	27.4%	15.5%	1
GS 1-6	57	70.6%	23.9%	5.4%	0
GS 7-12	2,922	73.4%	15.3%	11.3%	39
GS 13-15	4,031	76.7%	12.8%	10.6%	24
Senior Executive Service	69	94.7%	4.1%	1.3%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	58.4%	20.3%	21.3%	2

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Federal Wage System	17	57.1%	26.6%	16.3%	1
GS 1-6	54	68.5%	23.5%	8.1%	2
GS 7-12	2,829	74.2%	17.0%	8.8%	123
GS 13-15	3,927	78.7%	13.3%	7.9%	121
Senior Executive Service	68	94.5%	5.5%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	58.4%	20.3%	21.3%	2

General Services Administration Pay Category Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Federal Wage System	18	32.8%	44.8%	22.4%	1
GS 1-6	55	70.0%	17.0%	13.0%	1
GS 7-12	2,882	67.4%	18.0%	14.6%	72
GS 13-15	3,993	72.8%	13.8%	13.5%	59
Senior Executive Service	69	96.2%	2.6%	1.3%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	48.5%	28.7%	22.8%	3

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Federal Wage System	18	40.1%	39.8%	20.1%	1
GS 1-6	53	76.0%	15.7%	8.3%	2
GS 7-12	2,872	67.6%	18.3%	14.1%	88
GS 13-15	4,006	75.4%	12.9%	11.7%	60
Senior Executive Service	69	91.5%	8.5%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	68.2%	10.5%	21.3%	2

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Federal Wage System	19	40.6%	38.1%	21.3%	0
GS 1-6	53	70.8%	15.8%	13.3%	4
GS 7-12	2,821	70.9%	18.4%	10.7%	146
GS 13-15	3,962	74.6%	16.1%	9.3%	112
Senior Executive Service	68	88.1%	10.6%	1.3%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	18	34.9%	43.9%	21.2%	2

General Services Administration Pay Category Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Federal Wage System	19	43.2%	30.1%	26.7%	0
GS 1-6	56	66.1%	24.7%	9.2%	1
GS 7-12	2,917	64.9%	21.4%	13.7%	54
GS 13-15	4,046	66.3%	18.7%	15.0%	29
Senior Executive Service	69	92.1%	5.4%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	27.5%	58.8%	13.7%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Federal Wage System	19	36.8%	36.0%	27.2%	0
GS 1-6	52	63.7%	29.9%	6.4%	3
GS 7-12	2,786	71.1%	19.4%	9.4%	184
GS 13-15	3,921	78.4%	13.6%	8.0%	158
Senior Executive Service	68	93.0%	4.4%	2.6%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	17	42.8%	28.7%	28.5%	3

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Federal Wage System	19	37.2%	35.7%	27.1%
GS 1-6	57	68.3%	21.3%	10.4%
GS 7-12	2,967	59.3%	22.8%	17.9%
GS 13-15	4,074	69.1%	15.3%	15.6%
Senior Executive Service	69	91.6%	4.0%	4.4%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	51.4%	5.2%	43.5%

General Services Administration Pay Category Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Federal Wage System	19	43.3%	37.9%	18.8%
GS 1-6	57	70.7%	18.2%	11.2%
GS 7-12	2,965	62.2%	22.6%	15.2%
GS 13-15	4,070	69.9%	16.4%	13.7%
Senior Executive Service	69	94.3%	2.6%	3.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	30.5%	16.6%	53.0%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Federal Wage System	19	48.7%	35.7%	15.6%
GS 1-6	57	66.1%	21.5%	12.4%
GS 7-12	2,960	58.2%	22.9%	19.0%
GS 13-15	4,065	67.1%	18.3%	14.6%
Senior Executive Service	68	89.9%	2.6%	7.5%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	41.0%	18.6%	40.4%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Federal Wage System	19	33.2%	43.3%	23.6%
GS 1-6	56	61.7%	27.6%	10.7%
GS 7-12	2,950	54.1%	28.2%	17.7%
GS 13-15	4,066	58.8%	23.1%	18.1%
Senior Executive Service	68	90.5%	4.0%	5.5%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	33.1%	36.4%	30.5%

General Services Administration Pay Category Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Federal Wage System	19	23.3%	46.6%	30.1%
GS 1-6	57	51.4%	17.7%	30.9%
GS 7-12	2,957	41.7%	27.4%	30.9%
GS 13-15	4,067	52.0%	24.5%	23.4%
Senior Executive Service	68	85.6%	12.4%	2.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	26.8%	43.7%	29.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Federal Wage System	19	65.3%	30.2%	4.4%
GS 1-6	56	55.7%	25.0%	19.3%
GS 7-12	2,958	62.4%	19.9%	17.7%
GS 13-15	4,061	69.7%	17.6%	12.8%
Senior Executive Service	68	83.5%	10.6%	5.8%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	56.7%	24.7%	18.6%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Federal Wage System	19	68.1%	18.4%	13.5%
GS 1-6	55	77.8%	14.7%	7.4%
GS 7-12	2,960	73.9%	14.7%	11.5%
GS 13-15	4,063	78.7%	11.5%	9.7%
Senior Executive Service	68	92.9%	4.4%	2.7%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	62.6%	17.8%	19.6%

General Services Administration Pay Category Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Federal Wage System	18	52.9%	25.7%	21.4%
GS 1-6	55	49.0%	15.2%	35.8%
GS 7-12	2,965	63.7%	17.8%	18.5%
GS 13-15	4,073	79.2%	11.0%	9.8%
Senior Executive Service	69	88.5%	5.8%	5.7%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	61.6%	18.1%	20.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Federal Wage System	19	52.0%	33.5%	14.5%
GS 1-6	56	67.1%	24.8%	8.1%
GS 7-12	2,962	70.5%	18.0%	11.4%
GS 13-15	4,075	74.6%	13.8%	11.5%
Senior Executive Service	69	91.7%	5.6%	2.6%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	49.9%	35.2%	14.9%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Federal Wage System	19	14.9%	47.3%	27.5%	10.3%
GS 1-6	56	50.5%	24.3%	16.8%	8.4%
GS 7-12	2,943	91.2%	5.8%	1.5%	1.4%
GS 13-15	4,052	98.2%	1.0%	0.3%	0.5%
Senior Executive Service	68	97.5%	1.1%	1.4%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	89.4%	5.8%	4.8%	0.0%

General Services Administration Pay Category Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Federal Wage System	19	0.0%	0.0%	3.6%	4.8%
GS 1-6	54	6.8%	25.3%	1.7%	8.7%
GS 7-12	2,971	30.0%	40.0%	7.1%	9.1%
GS 13-15	4,078	38.9%	42.1%	7.1%	8.0%
Senior Executive Service	69	6.3%	25.2%	16.5%	40.6%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	9.2%	37.8%	10.3%	15.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Federal Wage System	19	61.3%	0.0%	19.3%	11.1%
GS 1-6	54	12.4%	0.0%	20.7%	24.4%
GS 7-12	2,971	3.2%	1.0%	4.2%	5.3%
GS 13-15	4,078	0.5%	0.1%	0.5%	2.8%
Senior Executive Service	69	0.0%	0.0%	0.0%	11.4%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	20	5.8%	0.0%	10.9%	11.1%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Federal Wage System	19	32.1%	46.3%	21.7%
GS 1-6	57	36.2%	50.2%	13.6%
GS 7-12	2,949	69.0%	28.8%	2.2%
GS 13-15	4,047	68.2%	30.3%	1.5%
Senior Executive Service	68	24.4%	56.2%	19.4%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	57.5%	42.5%	0.0%

General Services Administration Pay Category Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Federal Wage System	19	24.9%	61.6%	13.5%
GS 1-6	55	24.5%	57.1%	18.4%
GS 7-12	2,954	18.0%	68.7%	13.3%
GS 13-15	4,059	17.7%	74.0%	8.3%
Senior Executive Service	68	23.4%	74.0%	2.5%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	13.4%	81.2%	5.5%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Federal Wage System	19	15.7%	79.9%	4.4%
GS 1-6	55	20.8%	67.4%	11.8%
GS 7-12	2,939	13.2%	81.6%	5.2%
GS 13-15	4,045	10.7%	86.8%	2.5%
Senior Executive Service	67	6.2%	93.8%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	0.0%	100.0%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Federal Wage System	19	0.0%	90.2%	9.8%
GS 1-6	55	5.1%	77.9%	17.1%
GS 7-12	2,950	3.1%	83.9%	13.0%
GS 13-15	4,052	3.4%	88.5%	8.1%
Senior Executive Service	68	1.2%	95.9%	2.8%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	19	0.0%	80.1%	19.9%

General Services Administration Pay Category Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Federal Wage System	19	0.0%	90.2%	9.8%
GS 1-6	56	5.0%	76.3%	18.6%
GS 7-12	2,951	2.4%	84.9%	12.7%
GS 13-15	4,058	2.6%	88.3%	9.2%
Senior Executive Service	69	1.7%	93.0%	5.3%
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--
Other	20	5.0%	76.3%	18.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Federal Wage System	<10	--	--	--	--
GS 1-6	24	71.7%	12.0%	16.3%	1
GS 7-12	2,562	89.0%	5.9%	5.1%	18
GS 13-15	3,904	91.3%	4.1%	4.6%	7
Senior Executive Service	61	90.4%	6.8%	2.7%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	14	48.1%	14.7%	37.2%	0

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Federal Wage System	<10	--	--	--	--
GS 1-6	21	100.0%	0.0%	0.0%	0
GS 7-12	2,021	96.6%	2.0%	1.4%	12
GS 13-15	2,714	97.5%	1.9%	0.5%	21
Senior Executive Service	18	100.0%	0.0%	0.0%	0
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	10	91.2%	8.8%	0.0%	1

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Pay Category Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Federal Wage System	<10	--	--	--	--
GS 1-6	14	57.9%	42.1%	0.0%	1
GS 7-12	502	84.2%	13.8%	1.9%	43
GS 13-15	665	88.2%	11.0%	0.8%	60
Senior Executive Service	15	82.8%	6.1%	11.1%	1
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Federal Wage System	<10	--	--	--	--
GS 1-6	11	74.2%	25.8%	0.0%	2
GS 7-12	356	82.6%	15.4%	2.0%	54
GS 13-15	389	86.2%	11.5%	2.4%	69
Senior Executive Service	<10	--	--	--	--
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	80	71.9%	26.7%	1.4%	33
GS 13-15	106	82.0%	18.0%	0.0%	55
Senior Executive Service	<10	--	--	--	--
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Pay Category Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Federal Wage System	<10	--	--	--	--
GS 1-6	<10	--	--	--	--
GS 7-12	55	66.7%	32.0%	1.3%	36
GS 13-15	77	81.5%	18.5%	0.0%	44
Senior Executive Service	<10	--	--	--	--
Senior Level (SL) or Scientific or Professional (ST)	<10	--	--	--	--
Other	<10	--	--	--	--

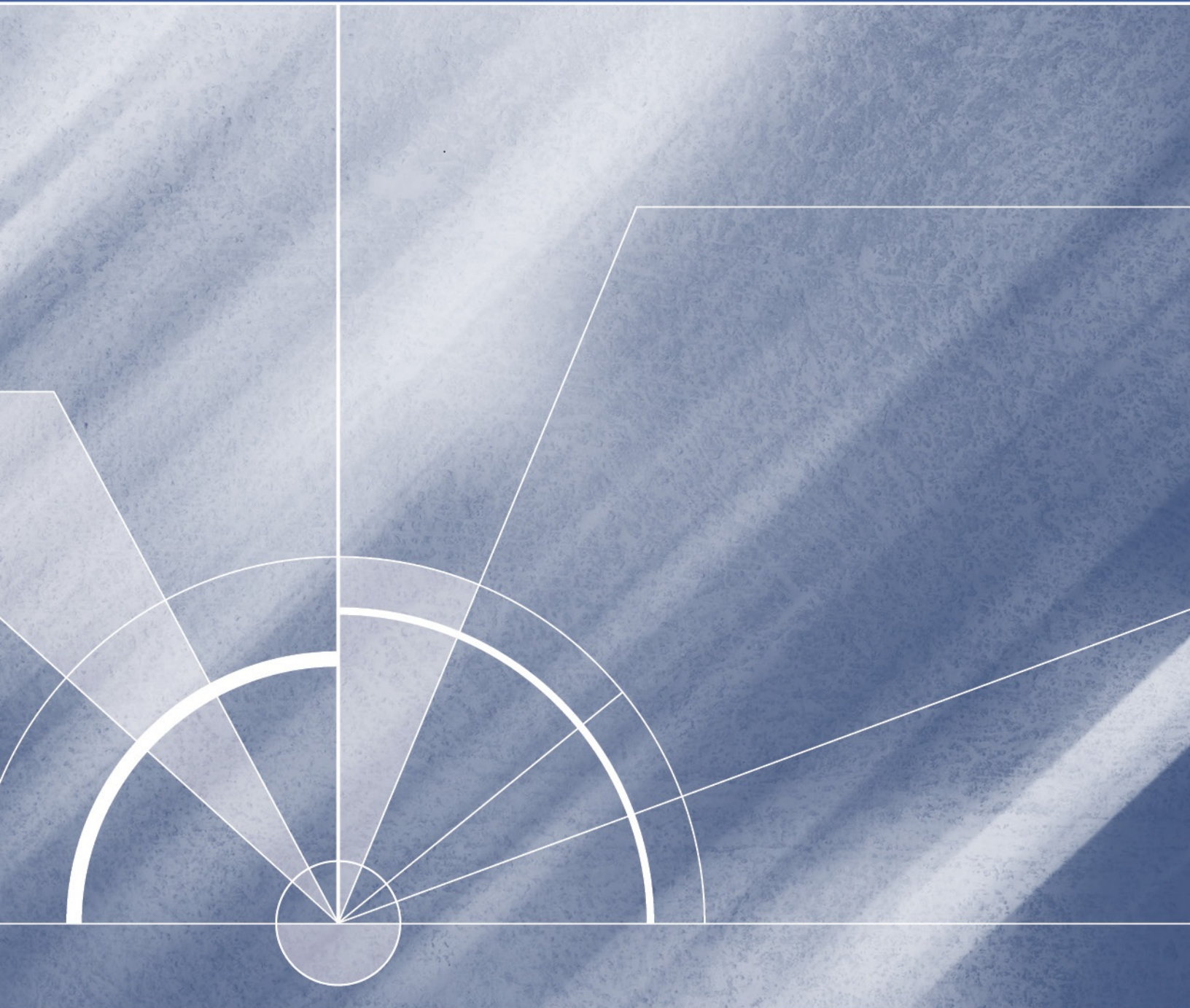
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Race
Comparison
Report

General Services Administration





General Services Administration *Race Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
American Indian or Alaska Native	63
Asian	384
Black or African American	1,427
Native Hawaiian or Other Pacific Islander	41
White	4,657
Two or more races	298

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

General Services Administration

Race Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
American Indian or Alaska Native	63	56.8%	20.1%	23.1%
Asian	383	78.3%	9.6%	12.1%
Black or African American	1,424	75.3%	12.3%	12.3%
Native Hawaiian or Other Pacific Islander	41	62.0%	24.9%	13.0%
White	4,651	78.4%	11.9%	9.8%
Two or more races	297	67.4%	14.7%	17.9%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
American Indian or Alaska Native	62	59.5%	17.8%	22.7%
Asian	380	78.5%	11.9%	9.7%
Black or African American	1,415	78.2%	10.5%	11.2%
Native Hawaiian or Other Pacific Islander	41	67.0%	23.1%	9.9%
White	4,634	77.3%	12.6%	10.1%
Two or more races	294	73.0%	10.3%	16.7%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
American Indian or Alaska Native	61	59.0%	19.4%	21.6%
Asian	381	82.1%	10.4%	7.5%
Black or African American	1,411	70.2%	14.2%	15.6%
Native Hawaiian or Other Pacific Islander	41	63.4%	22.3%	14.3%
White	4,603	72.7%	13.8%	13.5%
Two or more races	296	66.4%	13.7%	19.8%

General Services Administration

Race Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
American Indian or Alaska Native	63	65.5%	17.9%	16.6%
Asian	383	79.3%	14.1%	6.6%
Black or African American	1,413	75.5%	14.7%	9.8%
Native Hawaiian or Other Pacific Islander	41	75.7%	17.1%	7.2%
White	4,633	78.4%	12.8%	8.8%
Two or more races	296	71.4%	12.5%	16.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
American Indian or Alaska Native	62	80.5%	10.1%	9.4%
Asian	377	83.8%	11.1%	5.1%
Black or African American	1,410	81.8%	12.1%	6.0%
Native Hawaiian or Other Pacific Islander	41	85.3%	10.4%	4.3%
White	4,608	84.6%	10.7%	4.7%
Two or more races	295	76.6%	16.5%	6.8%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
American Indian or Alaska Native	63	79.6%	8.9%	11.5%
Asian	379	87.9%	7.3%	4.8%
Black or African American	1,406	84.3%	9.3%	6.4%
Native Hawaiian or Other Pacific Islander	40	84.7%	7.9%	7.4%
White	4,599	83.8%	9.4%	6.8%
Two or more races	293	76.7%	10.6%	12.7%

General Services Administration

Race Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
American Indian or Alaska Native	63	94.0%	4.7%	1.4%
Asian	380	95.9%	2.6%	1.5%
Black or African American	1,417	95.9%	2.6%	1.5%
Native Hawaiian or Other Pacific Islander	41	90.3%	7.7%	2.0%
White	4,626	97.2%	1.9%	0.9%
Two or more races	297	94.0%	3.7%	2.4%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
American Indian or Alaska Native	62	93.4%	5.2%	1.4%
Asian	380	94.2%	4.5%	1.3%
Black or African American	1,411	92.1%	6.7%	1.1%
Native Hawaiian or Other Pacific Islander	41	89.7%	8.2%	2.2%
White	4,631	92.8%	6.1%	1.1%
Two or more races	297	88.8%	8.6%	2.6%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
American Indian or Alaska Native	63	33.6%	21.1%	45.3%	0
Asian	382	59.5%	19.2%	21.3%	1
Black or African American	1,415	63.4%	14.6%	22.0%	6
Native Hawaiian or Other Pacific Islander	40	66.8%	11.5%	21.6%	0
White	4,642	59.3%	14.7%	26.0%	7
Two or more races	297	55.4%	15.0%	29.5%	0

General Services Administration Race Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
American Indian or Alaska Native	63	53.2%	21.4%	25.4%	0
Asian	382	70.0%	12.3%	17.7%	2
Black or African American	1,416	68.1%	14.2%	17.7%	3
Native Hawaiian or Other Pacific Islander	40	66.9%	9.1%	24.0%	0
White	4,627	66.3%	14.0%	19.7%	7
Two or more races	293	63.9%	15.0%	21.0%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
American Indian or Alaska Native	62	51.4%	22.9%	25.7%	0
Asian	377	75.0%	14.4%	10.6%	5
Black or African American	1,395	64.6%	16.1%	19.3%	5
Native Hawaiian or Other Pacific Islander	40	64.4%	15.6%	20.0%	0
White	4,571	70.5%	13.7%	15.7%	10
Two or more races	293	63.0%	14.3%	22.8%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
American Indian or Alaska Native	63	77.7%	13.5%	8.9%	0
Asian	381	90.9%	5.4%	3.7%	2
Black or African American	1,409	88.6%	7.6%	3.9%	5
Native Hawaiian or Other Pacific Islander	40	83.4%	6.3%	10.4%	0
White	4,615	87.0%	8.3%	4.6%	12
Two or more races	297	82.4%	10.3%	7.3%	0

General Services Administration Race Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
American Indian or Alaska Native	62	79.7%	13.6%	6.7%	0
Asian	375	90.7%	7.2%	2.1%	3
Black or African American	1,401	92.4%	5.3%	2.3%	3
Native Hawaiian or Other Pacific Islander	40	88.5%	8.5%	3.0%	0
White	4,602	89.7%	7.5%	2.9%	2
Two or more races	297	88.9%	4.6%	6.5%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
American Indian or Alaska Native	63	67.1%	10.9%	22.0%	0
Asian	379	76.8%	12.3%	10.9%	2
Black or African American	1,408	75.3%	11.5%	13.2%	10
Native Hawaiian or Other Pacific Islander	40	54.5%	27.2%	18.3%	0
White	4,615	74.2%	11.1%	14.7%	18
Two or more races	295	67.4%	14.5%	18.2%	2

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
American Indian or Alaska Native	61	61.3%	14.1%	24.7%	2
Asian	375	77.7%	15.6%	6.8%	8
Black or African American	1,384	73.2%	13.5%	13.3%	33
Native Hawaiian or Other Pacific Islander	39	71.8%	18.2%	10.0%	1
White	4,563	77.8%	12.3%	9.9%	77
Two or more races	290	67.4%	14.8%	17.8%	8

General Services Administration Race Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
American Indian or Alaska Native	61	79.9%	12.7%	7.3%	0
Asian	379	91.1%	6.9%	2.1%	3
Black or African American	1,408	90.9%	6.8%	2.4%	6
Native Hawaiian or Other Pacific Islander	40	81.3%	10.1%	8.5%	0
White	4,616	89.1%	8.3%	2.6%	5
Two or more races	291	87.1%	7.6%	5.3%	4

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
American Indian or Alaska Native	60	54.8%	16.6%	28.6%	1
Asian	369	78.7%	14.3%	7.0%	12
Black or African American	1,369	67.7%	18.4%	13.9%	47
Native Hawaiian or Other Pacific Islander	36	69.5%	16.4%	14.0%	4
White	4,458	77.8%	12.3%	9.8%	181
Two or more races	288	63.2%	16.4%	20.4%	9

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
American Indian or Alaska Native	63	48.1%	16.3%	35.6%	0
Asian	376	71.2%	17.9%	10.8%	5
Black or African American	1,404	68.6%	17.1%	14.3%	10
Native Hawaiian or Other Pacific Islander	40	58.6%	19.5%	21.9%	0
White	4,617	70.6%	16.3%	13.1%	11
Two or more races	292	62.9%	16.7%	20.4%	2

General Services Administration Race Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
American Indian or Alaska Native	60	62.5%	18.2%	19.3%	3
Asian	369	81.7%	14.5%	3.8%	15
Black or African American	1,391	73.7%	13.2%	13.1%	34
Native Hawaiian or Other Pacific Islander	40	85.0%	5.8%	9.1%	1
White	4,537	75.7%	12.0%	12.3%	117
Two or more races	290	65.5%	15.0%	19.6%	8

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
American Indian or Alaska Native	63	76.7%	13.0%	10.3%
Asian	384	85.2%	8.3%	6.5%
Black or African American	1,421	82.7%	10.4%	6.8%
Native Hawaiian or Other Pacific Islander	39	67.6%	20.2%	12.2%
White	4,654	85.1%	8.4%	6.4%
Two or more races	297	77.3%	13.9%	8.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
American Indian or Alaska Native	58	42.5%	32.5%	25.0%	4
Asian	373	54.0%	23.2%	22.8%	11
Black or African American	1,364	51.4%	26.6%	22.0%	60
Native Hawaiian or Other Pacific Islander	39	46.2%	27.1%	26.7%	2
White	4,503	51.6%	22.6%	25.8%	148
Two or more races	285	45.3%	25.2%	29.5%	13

General Services Administration Race Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
American Indian or Alaska Native	58	25.9%	28.5%	45.7%	5
Asian	353	52.8%	29.6%	17.6%	29
Black or African American	1,301	41.7%	30.2%	28.0%	117
Native Hawaiian or Other Pacific Islander	39	25.2%	49.7%	25.1%	2
White	4,350	51.3%	25.9%	22.8%	287
Two or more races	278	36.5%	31.3%	32.2%	20

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
American Indian or Alaska Native	57	30.9%	31.7%	37.4%	4
Asian	336	48.6%	31.9%	19.4%	44
Black or African American	1,221	42.9%	32.4%	24.7%	195
Native Hawaiian or Other Pacific Islander	38	29.5%	28.4%	42.1%	3
White	4,138	45.1%	28.1%	26.8%	499
Two or more races	261	40.0%	29.4%	30.6%	36

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
American Indian or Alaska Native	62	35.8%	33.1%	31.0%	1
Asian	361	52.0%	29.9%	18.1%	22
Black or African American	1,331	46.8%	28.2%	25.0%	90
Native Hawaiian or Other Pacific Islander	40	42.8%	22.0%	35.2%	1
White	4,403	51.0%	26.4%	22.6%	243
Two or more races	274	41.6%	26.9%	31.5%	22

General Services Administration Race Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
American Indian or Alaska Native	59	28.1%	32.6%	39.3%	3
Asian	352	60.5%	23.7%	15.8%	28
Black or African American	1,322	50.4%	26.5%	23.1%	99
Native Hawaiian or Other Pacific Islander	39	39.2%	26.4%	34.4%	2
White	4,301	56.0%	24.9%	19.0%	331
Two or more races	268	47.9%	25.1%	26.9%	27

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
American Indian or Alaska Native	61	60.1%	17.6%	22.3%	0
Asian	380	82.5%	10.7%	6.8%	0
Black or African American	1,410	81.5%	10.1%	8.4%	7
Native Hawaiian or Other Pacific Islander	41	75.7%	12.1%	12.2%	0
White	4,629	86.7%	7.8%	5.5%	10
Two or more races	294	79.5%	9.8%	10.7%	3

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
American Indian or Alaska Native	59	46.4%	31.8%	21.8%	3
Asian	369	75.2%	18.6%	6.1%	14
Black or African American	1,352	66.4%	23.1%	10.6%	69
Native Hawaiian or Other Pacific Islander	40	66.1%	22.3%	11.6%	1
White	4,512	69.4%	21.4%	9.2%	134
Two or more races	282	65.5%	19.0%	15.5%	16

General Services Administration Race Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
American Indian or Alaska Native	63	74.9%	22.1%	3.0%
Asian	384	89.9%	8.3%	1.8%
Black or African American	1,427	88.7%	9.4%	1.9%
Native Hawaiian or Other Pacific Islander	41	80.5%	19.5%	0.0%
White	4,654	91.1%	7.8%	1.1%
Two or more races	298	83.8%	11.5%	4.8%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
American Indian or Alaska Native	63	62.1%	17.3%	20.6%	0
Asian	381	76.3%	14.2%	9.5%	2
Black or African American	1,393	77.4%	15.8%	6.8%	24
Native Hawaiian or Other Pacific Islander	40	72.6%	12.3%	15.1%	1
White	4,593	77.7%	13.0%	9.3%	50
Two or more races	290	72.4%	14.4%	13.3%	8

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
American Indian or Alaska Native	63	42.6%	33.9%	23.5%	0
Asian	376	69.3%	20.9%	9.8%	6
Black or African American	1,379	57.9%	22.3%	19.8%	41
Native Hawaiian or Other Pacific Islander	40	52.1%	26.1%	21.8%	1
White	4,557	60.9%	20.6%	18.6%	88
Two or more races	288	46.9%	22.6%	30.5%	8

General Services Administration Race Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
American Indian or Alaska Native	62	40.6%	34.6%	24.8%	1
Asian	378	70.4%	17.7%	11.9%	5
Black or African American	1,384	60.5%	22.0%	17.5%	36
Native Hawaiian or Other Pacific Islander	40	58.0%	19.5%	22.5%	1
White	4,571	65.0%	20.1%	15.0%	65
Two or more races	288	53.6%	22.2%	24.2%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
American Indian or Alaska Native	60	38.7%	29.4%	31.9%	3
Asian	371	58.5%	25.3%	16.2%	11
Black or African American	1,352	54.0%	25.4%	20.6%	55
Native Hawaiian or Other Pacific Islander	40	44.8%	28.4%	26.8%	1
White	4,513	56.9%	23.8%	19.3%	113
Two or more races	286	45.2%	27.2%	27.7%	9

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
American Indian or Alaska Native	58	18.1%	38.6%	43.4%	3
Asian	344	36.6%	33.0%	30.5%	37
Black or African American	1,275	36.1%	31.0%	32.9%	128
Native Hawaiian or Other Pacific Islander	38	14.5%	43.7%	41.8%	3
White	4,306	30.6%	31.4%	38.0%	309
Two or more races	272	29.5%	30.8%	39.7%	23

General Services Administration

Race Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
American Indian or Alaska Native	58	47.2%	32.0%	20.8%	4
Asian	348	68.2%	23.0%	8.8%	36
Black or African American	1,327	56.2%	25.9%	17.9%	88
Native Hawaiian or Other Pacific Islander	38	59.8%	19.1%	21.1%	3
White	4,254	70.5%	22.7%	6.7%	379
Two or more races	271	60.4%	20.2%	19.4%	24

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
American Indian or Alaska Native	60	72.7%	18.4%	8.9%	1
Asian	374	88.3%	8.9%	2.8%	6
Black or African American	1,384	79.7%	13.4%	7.0%	33
Native Hawaiian or Other Pacific Islander	40	77.0%	12.4%	10.6%	1
White	4,544	87.4%	9.1%	3.5%	89
Two or more races	292	78.0%	14.8%	7.3%	6

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
American Indian or Alaska Native	63	63.8%	24.4%	11.8%	0
Asian	378	86.5%	9.2%	4.3%	4
Black or African American	1,386	81.0%	13.0%	6.0%	23
Native Hawaiian or Other Pacific Islander	41	69.2%	21.3%	9.5%	0
White	4,579	84.4%	10.4%	5.2%	47
Two or more races	293	76.6%	15.0%	8.4%	4

General Services Administration Race Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
American Indian or Alaska Native	58	42.5%	23.7%	33.9%	4
Asian	357	73.4%	16.4%	10.1%	24
Black or African American	1,308	60.6%	24.3%	15.1%	107
Native Hawaiian or Other Pacific Islander	39	55.8%	27.9%	16.2%	2
White	4,366	69.9%	18.1%	12.0%	261
Two or more races	273	57.5%	20.2%	22.3%	23

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
American Indian or Alaska Native	57	51.8%	23.0%	25.2%	5
Asian	355	82.3%	14.0%	3.7%	25
Black or African American	1,300	68.1%	21.0%	10.9%	108
Native Hawaiian or Other Pacific Islander	38	58.3%	32.3%	9.4%	3
White	4,281	80.7%	13.3%	6.0%	345
Two or more races	265	67.1%	18.8%	14.1%	27

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
American Indian or Alaska Native	62	61.6%	24.1%	14.4%	1
Asian	377	86.2%	9.4%	4.4%	6
Black or African American	1,396	83.2%	13.0%	3.8%	25
Native Hawaiian or Other Pacific Islander	39	72.8%	21.9%	5.3%	2
White	4,599	84.8%	11.3%	3.9%	45
Two or more races	287	77.6%	16.0%	6.5%	9

General Services Administration Race Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
American Indian or Alaska Native	63	56.7%	24.9%	18.4%
Asian	382	84.0%	12.5%	3.5%
Black or African American	1,413	77.3%	15.6%	7.1%
Native Hawaiian or Other Pacific Islander	41	66.5%	15.7%	17.8%
White	4,640	80.1%	13.1%	6.8%
Two or more races	298	71.7%	15.5%	12.8%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
American Indian or Alaska Native	60	42.1%	20.5%	37.4%	3
Asian	371	72.5%	18.4%	9.1%	13
Black or African American	1,353	60.7%	21.5%	17.8%	73
Native Hawaiian or Other Pacific Islander	40	49.0%	31.1%	19.9%	1
White	4,467	56.6%	23.2%	20.2%	186
Two or more races	290	48.5%	24.8%	26.7%	8

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
American Indian or Alaska Native	63	76.0%	9.8%	14.1%	0
Asian	384	91.6%	6.0%	2.4%	0
Black or African American	1,416	85.8%	7.7%	6.5%	4
Native Hawaiian or Other Pacific Islander	41	92.1%	2.4%	5.5%	0
White	4,639	91.7%	4.6%	3.7%	10
Two or more races	296	84.3%	6.7%	8.9%	2

General Services Administration Race Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
American Indian or Alaska Native	62	67.0%	11.4%	21.6%	0
Asian	380	86.0%	9.0%	5.0%	2
Black or African American	1,417	77.2%	12.7%	10.1%	4
Native Hawaiian or Other Pacific Islander	41	85.0%	13.1%	2.0%	0
White	4,631	82.1%	10.1%	7.8%	11
Two or more races	297	72.5%	15.1%	12.4%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
American Indian or Alaska Native	62	62.7%	16.3%	21.0%	0
Asian	378	84.1%	11.2%	4.7%	4
Black or African American	1,397	75.7%	12.8%	11.5%	11
Native Hawaiian or Other Pacific Islander	41	82.7%	15.4%	2.0%	0
White	4,586	79.4%	10.8%	9.8%	41
Two or more races	289	70.7%	12.8%	16.5%	6

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
American Indian or Alaska Native	61	68.3%	23.7%	8.1%	2
Asian	369	87.3%	10.9%	1.8%	14
Black or African American	1,334	75.1%	17.0%	7.9%	83
Native Hawaiian or Other Pacific Islander	40	84.9%	13.0%	2.0%	1
White	4,341	84.1%	12.4%	3.5%	301
Two or more races	278	77.9%	13.5%	8.6%	18

General Services Administration Race Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
American Indian or Alaska Native	62	63.3%	13.8%	22.9%	0
Asian	381	82.1%	13.1%	4.8%	2
Black or African American	1,411	75.7%	12.9%	11.3%	5
Native Hawaiian or Other Pacific Islander	40	79.1%	18.8%	2.0%	1
White	4,609	78.8%	12.3%	8.8%	25
Two or more races	291	70.2%	12.4%	17.4%	4

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
American Indian or Alaska Native	62	63.2%	18.8%	18.1%	0
Asian	379	85.4%	11.5%	3.1%	2
Black or African American	1,403	77.4%	13.1%	9.6%	16
Native Hawaiian or Other Pacific Islander	40	77.6%	13.1%	9.3%	1
White	4,601	84.1%	9.4%	6.5%	32
Two or more races	292	75.5%	13.2%	11.3%	4

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
American Indian or Alaska Native	63	69.0%	14.6%	16.4%
Asian	383	88.5%	9.0%	2.6%
Black or African American	1,425	83.3%	8.8%	7.8%
Native Hawaiian or Other Pacific Islander	41	86.8%	11.2%	2.0%
White	4,650	87.5%	7.2%	5.2%
Two or more races	297	80.1%	9.0%	10.9%

General Services Administration Race Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
American Indian or Alaska Native	63	74.5%	11.6%	13.9%
Asian	382	91.7%	6.5%	1.8%
Black or African American	1,420	86.2%	7.7%	6.0%
Native Hawaiian or Other Pacific Islander	41	89.4%	10.6%	0.0%
White	4,637	90.6%	5.2%	4.3%
Two or more races	297	85.6%	7.1%	7.2%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
American Indian or Alaska Native	63	84.7%	8.0%	7.2%
Asian	383	93.0%	5.1%	1.9%
Black or African American	1,420	86.0%	6.9%	7.1%
Native Hawaiian or Other Pacific Islander	41	89.5%	10.5%	0.0%
White	4,634	89.2%	5.9%	4.9%
Two or more races	297	82.2%	9.0%	8.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
American Indian or Alaska Native	63	67.4%	9.0%	23.6%
Asian	380	86.6%	7.6%	5.8%
Black or African American	1,423	76.0%	12.1%	11.9%
Native Hawaiian or Other Pacific Islander	41	87.3%	10.1%	2.6%
White	4,637	82.9%	9.1%	8.0%
Two or more races	297	74.3%	10.7%	15.0%

General Services Administration Race Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
American Indian or Alaska Native	63	75.6%	9.0%	15.5%
Asian	383	88.3%	6.7%	4.9%
Black or African American	1,421	79.5%	12.8%	7.7%
Native Hawaiian or Other Pacific Islander	41	91.8%	6.2%	2.0%
White	4,653	84.3%	10.2%	5.5%
Two or more races	298	78.0%	12.4%	9.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
American Indian or Alaska Native	62	41.1%	24.0%	34.9%	1
Asian	376	65.3%	19.7%	14.9%	7
Black or African American	1,396	60.1%	20.5%	19.4%	28
Native Hawaiian or Other Pacific Islander	40	37.8%	32.1%	30.1%	1
White	4,577	56.6%	21.0%	22.5%	75
Two or more races	290	49.2%	22.0%	28.8%	7

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
American Indian or Alaska Native	60	52.0%	20.8%	27.3%	3
Asian	365	73.1%	19.4%	7.5%	17
Black or African American	1,371	63.6%	21.7%	14.7%	52
Native Hawaiian or Other Pacific Islander	40	40.7%	34.3%	25.1%	1
White	4,397	68.3%	19.5%	12.3%	246
Two or more races	276	59.3%	23.0%	17.6%	19

General Services Administration Race Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
American Indian or Alaska Native	60	54.9%	26.6%	18.5%	3
Asian	370	79.5%	15.1%	5.4%	11
Black or African American	1,362	69.9%	18.0%	12.2%	49
Native Hawaiian or Other Pacific Islander	40	68.4%	22.3%	9.3%	1
White	4,426	81.0%	13.2%	5.8%	188
Two or more races	282	72.6%	15.7%	11.7%	14

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
American Indian or Alaska Native	61	56.9%	17.9%	25.2%	2
Asian	377	78.4%	13.3%	8.2%	5
Black or African American	1,410	75.7%	14.0%	10.4%	8
Native Hawaiian or Other Pacific Islander	40	70.2%	17.1%	12.7%	1
White	4,590	75.9%	13.8%	10.2%	38
Two or more races	293	69.0%	15.1%	15.8%	5

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
American Indian or Alaska Native	62	58.7%	18.6%	22.7%	1
Asian	371	80.7%	12.0%	7.2%	9
Black or African American	1,376	74.9%	17.1%	8.0%	37
Native Hawaiian or Other Pacific Islander	38	57.5%	31.2%	11.2%	2
White	4,461	78.2%	14.2%	7.6%	159
Two or more races	282	73.9%	14.4%	11.6%	14

General Services Administration Race Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
American Indian or Alaska Native	63	53.4%	15.0%	31.6%	0
Asian	375	77.4%	13.0%	9.6%	6
Black or African American	1,389	70.8%	15.7%	13.5%	24
Native Hawaiian or Other Pacific Islander	39	62.3%	22.2%	15.5%	1
White	4,540	70.8%	15.8%	13.4%	85
Two or more races	286	65.2%	16.4%	18.4%	8

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
American Indian or Alaska Native	60	54.2%	15.7%	30.1%	2
Asian	378	79.2%	9.3%	11.5%	5
Black or African American	1,383	73.4%	14.9%	11.7%	28
Native Hawaiian or Other Pacific Islander	40	61.7%	21.0%	17.3%	1
White	4,551	72.4%	15.5%	12.1%	93
Two or more races	286	64.9%	18.6%	16.6%	11

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
American Indian or Alaska Native	62	55.5%	20.5%	24.0%	1
Asian	377	76.7%	16.1%	7.2%	6
Black or African American	1,342	69.9%	19.7%	10.4%	80
Native Hawaiian or Other Pacific Islander	40	58.6%	24.0%	17.3%	1
White	4,498	75.0%	15.9%	9.1%	149
Two or more races	283	68.0%	18.1%	13.9%	13

General Services Administration Race Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
American Indian or Alaska Native	61	54.4%	12.0%	33.6%	1
Asian	382	74.8%	16.1%	9.1%	1
Black or African American	1,401	68.7%	18.9%	12.3%	21
Native Hawaiian or Other Pacific Islander	40	47.4%	32.5%	20.2%	1
White	4,599	65.1%	20.4%	14.5%	51
Two or more races	292	60.3%	21.4%	18.3%	6

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
American Indian or Alaska Native	59	59.7%	17.5%	22.8%	4
Asian	370	81.1%	14.0%	4.9%	13
Black or African American	1,363	72.9%	16.4%	10.7%	61
Native Hawaiian or Other Pacific Islander	40	51.6%	29.7%	18.7%	1
White	4,421	77.1%	15.6%	7.3%	228
Two or more races	279	69.6%	18.6%	11.8%	18

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
American Indian or Alaska Native	63	48.3%	15.2%	36.5%
Asian	383	73.2%	18.2%	8.7%
Black or African American	1,425	64.0%	20.1%	15.9%
Native Hawaiian or Other Pacific Islander	41	54.8%	30.7%	14.5%
White	4,646	66.5%	17.4%	16.1%
Two or more races	298	57.3%	21.2%	21.5%

General Services Administration Race Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
American Indian or Alaska Native	63	51.0%	14.1%	35.0%
Asian	383	74.4%	14.5%	11.1%
Black or African American	1,420	66.5%	19.6%	13.9%
Native Hawaiian or Other Pacific Islander	41	65.3%	22.7%	12.0%
White	4,644	67.8%	18.4%	13.7%
Two or more races	297	58.5%	22.8%	18.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
American Indian or Alaska Native	63	41.5%	24.3%	34.2%
Asian	383	70.0%	20.7%	9.3%
Black or African American	1,419	61.1%	21.6%	17.3%
Native Hawaiian or Other Pacific Islander	41	58.8%	22.0%	19.2%
White	4,634	65.1%	19.3%	15.6%
Two or more races	296	57.8%	20.6%	21.6%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
American Indian or Alaska Native	63	41.1%	27.8%	31.0%
Asian	384	66.3%	23.2%	10.5%
Black or African American	1,414	57.3%	26.9%	15.9%
Native Hawaiian or Other Pacific Islander	41	44.1%	39.1%	16.9%
White	4,629	57.8%	24.0%	18.3%
Two or more races	297	50.7%	27.3%	22.0%

General Services Administration Race Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
American Indian or Alaska Native	63	23.1%	34.8%	42.1%
Asian	383	57.1%	24.1%	18.8%
Black or African American	1,417	47.7%	24.3%	28.0%
Native Hawaiian or Other Pacific Islander	41	41.2%	35.7%	23.1%
White	4,633	49.0%	26.2%	24.7%
Two or more races	297	40.4%	26.9%	32.7%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
American Indian or Alaska Native	62	47.8%	23.0%	29.1%
Asian	384	69.6%	16.2%	14.2%
Black or African American	1,416	66.6%	18.6%	14.8%
Native Hawaiian or Other Pacific Islander	41	64.8%	22.8%	12.4%
White	4,628	67.7%	18.4%	14.0%
Two or more races	297	62.3%	20.5%	17.2%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
American Indian or Alaska Native	62	63.2%	16.9%	20.0%
Asian	380	78.6%	15.4%	6.0%
Black or African American	1,416	76.4%	13.5%	10.1%
Native Hawaiian or Other Pacific Islander	41	72.7%	13.0%	14.3%
White	4,636	78.0%	12.1%	9.9%
Two or more races	297	73.0%	12.6%	14.4%

General Services Administration Race Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
American Indian or Alaska Native	63	54.4%	20.0%	25.5%
Asian	384	71.1%	15.1%	13.7%
Black or African American	1,416	71.4%	14.9%	13.6%
Native Hawaiian or Other Pacific Islander	41	66.4%	12.9%	20.8%
White	4,646	74.7%	12.8%	12.5%
Two or more races	296	62.9%	16.9%	20.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
American Indian or Alaska Native	63	49.6%	24.9%	25.5%
Asian	383	77.1%	15.0%	7.9%
Black or African American	1,412	72.8%	17.1%	10.1%
Native Hawaiian or Other Pacific Islander	41	66.4%	17.3%	16.3%
White	4,648	74.3%	14.7%	11.1%
Two or more races	298	67.5%	15.0%	17.6%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
American Indian or Alaska Native	62	88.7%	7.7%	1.9%	1.6%
Asian	380	93.3%	4.0%	2.1%	0.5%
Black or African American	1,410	92.4%	4.4%	1.8%	1.3%
Native Hawaiian or Other Pacific Islander	41	83.4%	8.1%	2.2%	6.4%
White	4,623	95.7%	2.8%	0.7%	0.8%
Two or more races	293	95.5%	3.9%	0.3%	0.4%

General Services Administration Race Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
American Indian or Alaska Native	63	28.3%	34.4%	8.9%	9.6%
Asian	384	34.5%	38.7%	7.6%	7.8%
Black or African American	1,421	37.5%	41.8%	5.8%	5.7%
Native Hawaiian or Other Pacific Islander	41	14.9%	45.0%	2.2%	10.6%
White	4,650	33.8%	40.6%	7.4%	10.0%
Two or more races	298	31.6%	41.6%	9.6%	10.7%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
American Indian or Alaska Native	63	5.6%	1.7%	7.5%	4.1%
Asian	384	1.2%	0.0%	3.5%	6.7%
Black or African American	1,421	2.2%	0.7%	3.2%	3.1%
Native Hawaiian or Other Pacific Islander	41	6.2%	0.0%	12.6%	8.6%
White	4,650	1.9%	0.4%	1.5%	4.3%
Two or more races	298	1.0%	0.4%	2.3%	2.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
American Indian or Alaska Native	63	77.9%	19.7%	2.4%
Asian	384	69.7%	28.1%	2.1%
Black or African American	1,413	70.5%	27.5%	2.0%
Native Hawaiian or Other Pacific Islander	41	60.2%	35.2%	4.6%
White	4,611	65.8%	32.2%	2.0%
Two or more races	293	70.9%	27.0%	2.1%

General Services Administration Race Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
American Indian or Alaska Native	63	24.0%	64.5%	11.5%
Asian	382	18.7%	69.8%	11.5%
Black or African American	1,409	25.9%	67.0%	7.1%
Native Hawaiian or Other Pacific Islander	41	10.1%	69.4%	20.5%
White	4,630	15.2%	73.7%	11.1%
Two or more races	296	16.2%	72.1%	11.7%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
American Indian or Alaska Native	61	11.7%	77.5%	10.7%
Asian	379	10.3%	83.1%	6.6%
Black or African American	1,403	19.2%	77.9%	2.9%
Native Hawaiian or Other Pacific Islander	40	7.8%	87.1%	5.1%
White	4,613	9.2%	87.3%	3.5%
Two or more races	296	13.2%	81.8%	5.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
American Indian or Alaska Native	61	4.6%	80.4%	15.0%
Asian	381	3.8%	85.0%	11.2%
Black or African American	1,411	5.6%	87.1%	7.3%
Native Hawaiian or Other Pacific Islander	41	0.0%	89.9%	10.1%
White	4,625	2.3%	86.9%	10.7%
Two or more races	295	3.7%	83.8%	12.4%

General Services Administration Race Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
American Indian or Alaska Native	62	2.0%	82.0%	16.0%
Asian	381	2.9%	83.7%	13.4%
Black or African American	1,411	4.7%	87.3%	8.0%
Native Hawaiian or Other Pacific Islander	41	0.0%	81.6%	18.4%
White	4,629	1.7%	87.6%	10.7%
Two or more races	295	2.7%	84.4%	12.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
American Indian or Alaska Native	53	85.2%	6.0%	8.8%	0
Asian	339	91.1%	6.1%	2.8%	2
Black or African American	1,299	88.8%	5.2%	6.0%	4
Native Hawaiian or Other Pacific Islander	29	89.4%	3.3%	7.3%	0
White	4,257	91.6%	4.4%	4.0%	16
Two or more races	277	84.1%	8.0%	8.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
American Indian or Alaska Native	48	98.7%	0.0%	1.3%	0
Asian	263	97.1%	2.2%	0.7%	3
Black or African American	992	96.9%	2.0%	1.0%	5
Native Hawaiian or Other Pacific Islander	24	90.7%	4.5%	4.8%	0
White	2,999	97.5%	1.9%	0.6%	25
Two or more races	208	95.8%	2.3%	2.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Race Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
American Indian or Alaska Native	15	71.1%	28.9%	0.0%	0
Asian	70	84.9%	13.8%	1.3%	5
Black or African American	346	85.4%	13.3%	1.4%	31
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	673	86.7%	11.7%	1.6%	59
Two or more races	43	88.9%	8.6%	2.5%	7

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
American Indian or Alaska Native	<10	--	--	--	--
Asian	36	81.8%	18.2%	0.0%	9
Black or African American	250	82.0%	16.0%	2.1%	38
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	403	85.2%	12.5%	2.3%	64
Two or more races	35	87.2%	9.7%	3.1%	6

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
American Indian or Alaska Native	<10	--	--	--	--
Asian	14	73.5%	26.5%	0.0%	2
Black or African American	67	69.7%	28.7%	1.6%	28
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	91	82.6%	17.4%	0.0%	49
Two or more races	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Race Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
American Indian or Alaska Native	<10	--	--	--	--
Asian	<10	--	--	--	--
Black or African American	59	72.6%	27.4%	0.0%	22
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	58	73.6%	26.4%	0.0%	45
Two or more races	<10	--	--	--	--

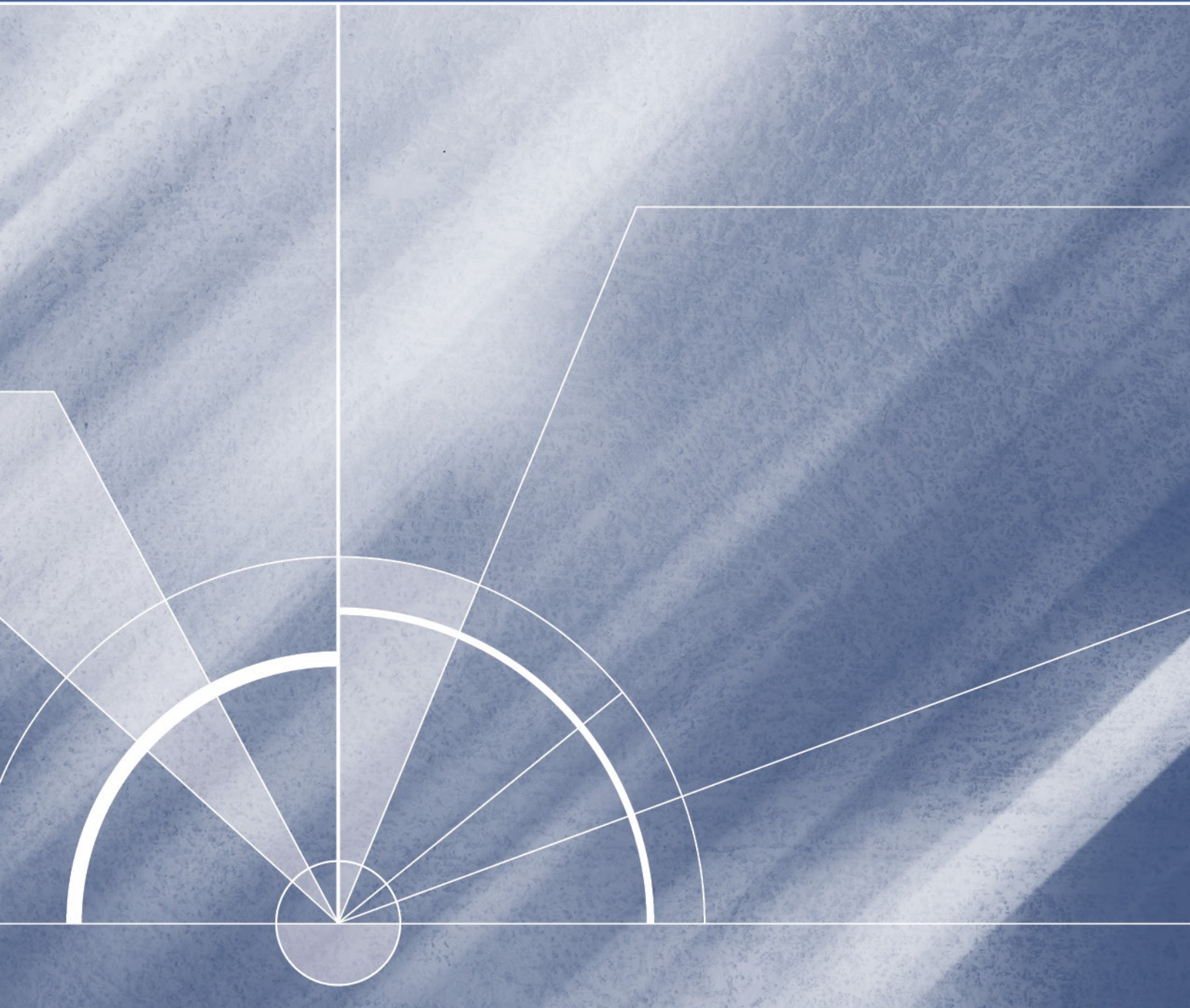
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Retirement
Plans
Comparison
Report

General Services Administration





General Services Administration Retirement Plans Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Within one year	232
Between one and three years	650
Between three and five years	688
Five or more years	5,597

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Within one year	232	68.1%	14.0%	17.9%
Between one and three years	648	73.6%	15.4%	10.9%
Between three and five years	688	75.1%	14.5%	10.3%
Five or more years	5,590	77.2%	11.5%	11.3%

General Services Administration

Retirement Plans Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Within one year	230	76.7%	11.3%	12.0%
Between one and three years	641	76.4%	12.6%	11.0%
Between three and five years	685	76.2%	11.9%	11.9%
Five or more years	5,565	76.8%	12.3%	10.9%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Within one year	229	66.3%	12.5%	21.2%
Between one and three years	635	69.6%	16.4%	14.0%
Between three and five years	679	70.4%	15.1%	14.5%
Five or more years	5,544	72.6%	13.3%	14.1%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Within one year	232	71.8%	13.4%	14.7%
Between one and three years	648	78.4%	13.8%	7.8%
Between three and five years	680	78.0%	12.7%	9.3%
Five or more years	5,563	77.0%	13.5%	9.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Within one year	230	78.7%	12.2%	9.1%
Between one and three years	639	85.0%	10.8%	4.1%
Between three and five years	680	85.0%	10.0%	5.1%
Five or more years	5,537	83.0%	11.7%	5.3%

General Services Administration

Retirement Plans Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Within one year	230	78.6%	11.7%	9.7%
Between one and three years	636	83.5%	9.9%	6.6%
Between three and five years	679	83.5%	8.7%	7.7%
Five or more years	5,526	83.7%	9.5%	6.9%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Within one year	230	92.8%	5.2%	2.0%
Between one and three years	645	97.8%	1.4%	0.8%
Between three and five years	679	96.8%	1.7%	1.5%
Five or more years	5,567	96.5%	2.3%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Within one year	232	87.0%	11.0%	2.0%
Between one and three years	640	89.1%	9.6%	1.3%
Between three and five years	685	92.1%	6.5%	1.5%
Five or more years	5,562	93.0%	5.8%	1.2%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Within one year	231	59.1%	14.5%	26.4%	0
Between one and three years	647	58.6%	14.2%	27.2%	1
Between three and five years	686	57.2%	15.9%	27.0%	2
Five or more years	5,571	59.9%	15.0%	25.1%	11

General Services Administration

Retirement Plans Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Within one year	232	65.8%	12.1%	22.1%	0
Between one and three years	642	65.9%	14.0%	20.1%	0
Between three and five years	684	67.6%	13.0%	19.4%	1
Five or more years	5,558	66.2%	14.4%	19.5%	12

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Within one year	224	62.5%	14.1%	23.4%	2
Between one and three years	631	68.1%	15.8%	16.1%	1
Between three and five years	675	70.3%	13.5%	16.2%	3
Five or more years	5,489	68.8%	14.4%	16.8%	16

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Within one year	231	81.4%	12.4%	6.2%	1
Between one and three years	640	85.8%	9.5%	4.7%	3
Between three and five years	681	86.7%	8.7%	4.6%	1
Five or more years	5,547	87.8%	7.7%	4.6%	16

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Within one year	231	88.1%	5.9%	6.0%	0
Between one and three years	641	88.7%	8.0%	3.4%	0
Between three and five years	684	92.3%	6.1%	1.6%	0
Five or more years	5,511	90.2%	7.0%	2.8%	9

General Services Administration

Retirement Plans Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Within one year	227	68.3%	13.4%	18.3%	3
Between one and three years	642	71.4%	12.8%	15.8%	2
Between three and five years	686	72.4%	12.0%	15.7%	2
Five or more years	5,538	74.7%	11.4%	14.0%	28

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Within one year	232	67.1%	13.6%	19.3%	0
Between one and three years	645	75.1%	13.4%	11.6%	4
Between three and five years	677	75.9%	13.2%	10.9%	9
Five or more years	5,451	76.2%	12.9%	10.9%	118

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Within one year	230	87.0%	8.4%	4.6%	0
Between one and three years	640	90.3%	8.2%	1.5%	1
Between three and five years	680	90.6%	7.6%	1.8%	0
Five or more years	5,538	89.1%	8.0%	2.9%	18

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Within one year	224	71.4%	12.1%	16.5%	6
Between one and three years	622	67.6%	18.5%	13.8%	24
Between three and five years	666	71.3%	15.5%	13.3%	20
Five or more years	5,363	75.4%	13.8%	10.8%	204

General Services Administration Retirement Plans Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Within one year	227	67.1%	18.7%	14.2%	3
Between one and three years	640	69.2%	19.0%	11.8%	1
Between three and five years	682	66.8%	19.2%	14.0%	3
Five or more years	5,539	69.5%	16.2%	14.3%	22

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Within one year	230	67.9%	13.7%	18.5%	2
Between one and three years	641	71.0%	17.3%	11.7%	9
Between three and five years	675	71.6%	16.1%	12.3%	11
Five or more years	5,426	75.8%	11.6%	12.6%	165

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Within one year	231	80.3%	11.7%	8.0%
Between one and three years	648	85.9%	9.3%	4.9%
Between three and five years	682	82.5%	8.9%	8.5%
Five or more years	5,592	84.1%	9.2%	6.7%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Within one year	221	43.0%	27.3%	29.7%	11
Between one and three years	623	49.5%	26.4%	24.1%	24
Between three and five years	662	46.8%	26.6%	26.6%	25
Five or more years	5,404	52.0%	23.1%	24.8%	186

General Services Administration

Retirement Plans Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Within one year	218	42.1%	28.1%	29.7%	14
Between one and three years	613	48.7%	28.2%	23.1%	32
Between three and five years	643	44.3%	30.4%	25.3%	41
Five or more years	5,176	48.3%	27.0%	24.7%	393

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Within one year	210	40.1%	33.6%	26.3%	22
Between one and three years	581	46.3%	31.2%	22.5%	60
Between three and five years	622	47.5%	28.9%	23.6%	62
Five or more years	4,887	43.4%	29.2%	27.4%	683

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Within one year	222	43.8%	33.3%	22.9%	8
Between one and three years	611	52.5%	27.0%	20.6%	36
Between three and five years	653	47.8%	29.9%	22.4%	35
Five or more years	5,245	49.0%	26.5%	24.5%	334

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Within one year	217	45.3%	31.6%	23.1%	11
Between one and three years	599	55.7%	23.4%	21.0%	45
Between three and five years	645	54.4%	26.0%	19.5%	41
Five or more years	5,149	53.6%	25.3%	21.1%	421

General Services Administration Retirement Plans Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Within one year	229	82.2%	15.0%	2.8%	2
Between one and three years	639	84.7%	9.6%	5.6%	5
Between three and five years	681	83.9%	8.7%	7.4%	3
Five or more years	5,556	84.6%	8.5%	6.9%	15

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Within one year	227	60.2%	27.0%	12.8%	5
Between one and three years	629	66.1%	23.3%	10.6%	20
Between three and five years	661	65.1%	23.4%	11.6%	22
Five or more years	5,375	69.3%	21.2%	9.5%	206

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Within one year	232	84.1%	12.5%	3.4%
Between one and three years	649	91.5%	7.5%	1.0%
Between three and five years	688	88.5%	9.4%	2.1%
Five or more years	5,595	89.9%	8.7%	1.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Within one year	228	72.2%	12.8%	14.9%	4
Between one and three years	636	74.0%	18.1%	8.0%	11
Between three and five years	677	74.7%	14.8%	10.5%	8
Five or more years	5,510	77.8%	13.1%	9.0%	67

General Services Administration Retirement Plans Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Within one year	230	57.0%	19.6%	23.4%	1
Between one and three years	629	59.7%	21.5%	18.8%	18
Between three and five years	672	59.0%	22.5%	18.5%	15
Five or more years	5,460	59.6%	21.2%	19.1%	119

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Within one year	227	58.1%	21.2%	20.7%	3
Between one and three years	636	60.8%	23.5%	15.7%	11
Between three and five years	671	60.4%	22.8%	16.8%	14
Five or more years	5,477	63.7%	20.3%	16.1%	95

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Within one year	225	48.5%	27.6%	23.9%	4
Between one and three years	619	52.8%	26.1%	21.0%	23
Between three and five years	659	51.9%	28.9%	19.2%	22
Five or more years	5,396	55.9%	23.9%	20.1%	160

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Within one year	221	28.1%	31.7%	40.2%	7
Between one and three years	594	30.9%	35.0%	34.0%	44
Between three and five years	642	28.2%	35.7%	36.2%	37
Five or more years	5,109	32.3%	30.7%	37.0%	435

General Services Administration

Retirement Plans Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Within one year	222	62.6%	22.3%	15.0%	9
Between one and three years	600	64.3%	25.8%	9.9%	45
Between three and five years	640	62.5%	26.4%	11.1%	41
Five or more years	5,097	66.3%	23.2%	10.5%	470

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Within one year	228	79.5%	14.3%	6.2%	4
Between one and three years	634	83.7%	12.2%	4.1%	8
Between three and five years	678	82.8%	12.7%	4.5%	7
Five or more years	5,438	85.5%	10.0%	4.6%	128

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Within one year	230	82.5%	11.3%	6.2%	2
Between one and three years	630	81.7%	12.1%	6.2%	7
Between three and five years	676	83.5%	11.8%	4.7%	6
Five or more years	5,492	82.8%	11.3%	5.9%	71

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Within one year	219	63.8%	18.9%	17.2%	10
Between one and three years	614	61.5%	25.5%	13.1%	30
Between three and five years	646	66.0%	18.8%	15.2%	36
Five or more years	5,197	67.5%	19.2%	13.3%	365

General Services Administration

Retirement Plans Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Within one year	220	73.4%	12.6%	14.0%	9
Between one and three years	601	70.3%	20.7%	9.0%	43
Between three and five years	636	73.9%	17.7%	8.4%	45
Five or more years	5,095	77.6%	15.3%	7.2%	452

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Within one year	228	76.8%	14.0%	9.2%	3
Between one and three years	631	79.8%	16.0%	4.1%	12
Between three and five years	677	83.9%	11.9%	4.2%	9
Five or more years	5,513	84.4%	11.5%	4.1%	70

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Within one year	232	69.5%	19.6%	10.9%
Between one and three years	647	71.6%	20.3%	8.1%
Between three and five years	684	76.9%	14.9%	8.3%
Five or more years	5,569	79.9%	13.2%	6.9%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Within one year	220	50.6%	25.0%	24.4%	11
Between one and three years	624	53.7%	26.0%	20.3%	24
Between three and five years	655	57.9%	22.2%	20.0%	32
Five or more years	5,356	58.1%	22.1%	19.8%	240

General Services Administration

Retirement Plans Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Within one year	231	86.5%	7.8%	5.7%	1
Between one and three years	644	89.0%	6.5%	4.5%	2
Between three and five years	681	88.6%	6.2%	5.2%	4
Five or more years	5,575	89.9%	5.3%	4.7%	11

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Within one year	231	75.3%	11.4%	13.3%	0
Between one and three years	646	78.2%	13.6%	8.1%	1
Between three and five years	681	78.7%	11.5%	9.7%	2
Five or more years	5,561	80.9%	10.6%	8.5%	15

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Within one year	229	71.2%	13.3%	15.5%	0
Between one and three years	638	76.7%	12.5%	10.8%	4
Between three and five years	674	75.2%	13.5%	11.2%	4
Five or more years	5,499	78.5%	11.4%	10.1%	60

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Within one year	213	78.0%	13.4%	8.6%	17
Between one and three years	594	78.9%	16.3%	4.8%	53
Between three and five years	643	78.1%	17.6%	4.4%	39
Five or more years	5,238	82.2%	13.3%	4.6%	340

General Services Administration

Retirement Plans Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Within one year	230	71.0%	14.0%	14.9%	0
Between one and three years	642	74.8%	15.0%	10.3%	2
Between three and five years	680	74.9%	15.8%	9.3%	4
Five or more years	5,533	78.0%	12.2%	9.8%	32

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Within one year	227	78.0%	13.2%	8.7%	3
Between one and three years	638	80.6%	12.2%	7.2%	6
Between three and five years	674	79.2%	11.9%	8.9%	5
Five or more years	5,527	82.1%	10.6%	7.3%	46

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Within one year	230	80.9%	7.8%	11.3%
Between one and three years	648	83.1%	10.8%	6.1%
Between three and five years	688	83.2%	9.4%	7.5%
Five or more years	5,588	86.7%	7.5%	5.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Within one year	231	86.5%	4.6%	8.9%
Between one and three years	645	87.3%	6.5%	6.1%
Between three and five years	683	87.6%	6.8%	5.6%
Five or more years	5,576	89.4%	6.2%	4.4%

General Services Administration Retirement Plans Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Within one year	231	84.0%	6.0%	10.0%
Between one and three years	645	86.0%	8.3%	5.7%
Between three and five years	684	88.0%	6.4%	5.6%
Five or more years	5,572	88.6%	6.1%	5.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Within one year	230	75.7%	11.0%	13.3%
Between one and three years	645	79.1%	11.7%	9.2%
Between three and five years	684	79.0%	10.8%	10.2%
Five or more years	5,576	80.7%	10.0%	9.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Within one year	231	78.7%	9.6%	11.6%
Between one and three years	647	82.1%	11.6%	6.3%
Between three and five years	686	83.0%	10.4%	6.6%
Five or more years	5,587	82.8%	11.1%	6.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Within one year	227	47.8%	24.1%	28.1%	4
Between one and three years	634	56.5%	19.9%	23.6%	15
Between three and five years	670	54.2%	22.2%	23.6%	16
Five or more years	5,497	57.8%	21.0%	21.2%	93

General Services Administration

Retirement Plans Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Within one year	220	56.4%	23.1%	20.5%	11
Between one and three years	607	63.2%	20.8%	16.0%	42
Between three and five years	652	62.6%	21.6%	15.8%	33
Five or more years	5,303	67.6%	20.1%	12.3%	275

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Within one year	223	72.3%	15.0%	12.7%	7
Between one and three years	611	75.9%	17.4%	6.7%	24
Between three and five years	652	74.7%	16.7%	8.6%	28
Five or more years	5,321	77.9%	14.2%	7.9%	230

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Within one year	230	69.6%	16.9%	13.6%	1
Between one and three years	632	74.2%	15.7%	10.1%	8
Between three and five years	676	76.4%	13.6%	10.0%	6
Five or more years	5,524	75.7%	13.5%	10.8%	48

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Within one year	226	71.1%	16.7%	12.2%	6
Between one and three years	615	76.8%	15.8%	7.4%	31
Between three and five years	661	76.1%	15.8%	8.2%	21
Five or more years	5,359	77.4%	14.5%	8.1%	186

General Services Administration

Retirement Plans Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Within one year	226	66.7%	17.5%	15.9%	4
Between one and three years	631	69.0%	16.3%	14.7%	14
Between three and five years	670	66.5%	18.3%	15.2%	13
Five or more years	5,453	71.5%	15.1%	13.4%	102

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Within one year	227	65.2%	19.9%	14.8%	2
Between one and three years	630	70.6%	17.3%	12.1%	16
Between three and five years	668	69.3%	16.5%	14.2%	15
Five or more years	5,456	73.2%	14.5%	12.3%	118

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Within one year	227	61.2%	24.0%	14.8%	5
Between one and three years	622	70.4%	18.6%	10.9%	25
Between three and five years	656	70.0%	18.8%	11.2%	29
Five or more years	5,384	74.1%	16.6%	9.3%	200

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Within one year	228	54.4%	22.4%	23.2%	2
Between one and three years	636	60.2%	23.0%	16.7%	12
Between three and five years	676	62.0%	22.0%	15.9%	11
Five or more years	5,528	67.5%	19.1%	13.4%	59

General Services Administration Retirement Plans Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Within one year	227	63.5%	22.5%	14.0%	5
Between one and three years	610	72.8%	17.4%	9.8%	39
Between three and five years	653	73.2%	17.6%	9.2%	32
Five or more years	5,320	76.5%	15.4%	8.1%	268

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Within one year	231	59.1%	20.0%	20.9%
Between one and three years	647	62.3%	21.0%	16.7%
Between three and five years	685	63.7%	20.3%	15.9%
Five or more years	5,586	65.9%	17.9%	16.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Within one year	232	60.3%	21.4%	18.3%
Between one and three years	647	64.0%	22.9%	13.1%
Between three and five years	685	66.8%	18.0%	15.2%
Five or more years	5,579	67.6%	18.5%	13.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Within one year	231	52.6%	23.2%	24.2%
Between one and three years	647	63.4%	22.0%	14.6%
Between three and five years	683	62.1%	20.9%	16.9%
Five or more years	5,571	64.2%	19.7%	16.1%

General Services Administration

Retirement Plans Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Within one year	229	47.1%	28.8%	24.0%
Between one and three years	643	54.0%	25.4%	20.7%
Between three and five years	683	54.2%	27.0%	18.9%
Five or more years	5,566	58.4%	24.8%	16.8%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Within one year	231	39.8%	29.7%	30.5%
Between one and three years	648	46.7%	29.4%	23.9%
Between three and five years	683	45.8%	27.8%	26.4%
Five or more years	5,569	48.9%	24.8%	26.3%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Within one year	231	66.4%	20.6%	13.0%
Between one and three years	646	66.8%	20.4%	12.8%
Between three and five years	684	66.1%	20.5%	13.4%
Five or more years	5,563	67.0%	17.9%	15.1%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Within one year	231	68.7%	14.6%	16.6%
Between one and three years	645	73.4%	15.0%	11.5%
Between three and five years	682	78.5%	12.2%	9.3%
Five or more years	5,568	77.3%	12.5%	10.1%

General Services Administration

Retirement Plans Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Within one year	231	70.8%	16.3%	12.9%
Between one and three years	648	76.1%	12.9%	11.0%
Between three and five years	685	73.3%	13.6%	13.2%
Five or more years	5,579	72.0%	14.0%	14.0%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Within one year	231	63.8%	17.2%	19.0%
Between one and three years	648	67.9%	18.4%	13.7%
Between three and five years	683	72.2%	16.9%	10.9%
Five or more years	5,581	74.0%	15.3%	10.7%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Within one year	231	92.1%	5.3%	1.3%	1.3%
Between one and three years	641	94.3%	3.9%	1.2%	0.6%
Between three and five years	678	94.7%	2.8%	1.2%	1.3%
Five or more years	5,552	94.7%	3.4%	1.0%	0.9%

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Within one year	232	38.7%	24.9%	6.2%	11.7%
Between one and three years	647	36.5%	34.5%	6.4%	10.2%
Between three and five years	685	35.6%	39.2%	7.6%	9.3%
Five or more years	5,589	33.9%	42.4%	7.2%	8.5%

(continued)

General Services Administration Retirement Plans Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Within one year	232	4.3%	1.6%	2.7%	9.8%
Between one and three years	647	2.7%	1.4%	2.1%	6.2%
Between three and five years	685	2.1%	0.0%	2.3%	4.0%
Five or more years	5,589	1.7%	0.4%	2.4%	3.6%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Within one year	232	70.5%	25.7%	3.8%
Between one and three years	640	68.3%	29.4%	2.3%
Between three and five years	680	68.6%	30.0%	1.3%
Five or more years	5,551	67.5%	30.4%	2.0%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Within one year	228	16.6%	74.3%	9.1%
Between one and three years	641	20.9%	69.2%	9.9%
Between three and five years	682	18.5%	71.1%	10.5%
Five or more years	5,567	17.6%	71.9%	10.5%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Within one year	230	11.8%	83.4%	4.7%
Between one and three years	641	13.6%	84.6%	1.8%
Between three and five years	677	12.1%	85.5%	2.4%
Five or more years	5,538	11.6%	84.4%	4.1%

General Services Administration Retirement Plans Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Within one year	229	1.7%	87.7%	10.6%
Between one and three years	642	3.4%	89.9%	6.7%
Between three and five years	679	3.5%	87.4%	9.1%
Five or more years	5,557	3.3%	86.0%	10.7%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Within one year	228	1.0%	84.7%	14.3%
Between one and three years	646	3.8%	87.6%	8.6%
Between three and five years	682	3.4%	85.6%	11.0%
Five or more years	5,560	2.3%	87.0%	10.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Within one year	190	90.6%	5.2%	4.3%	1
Between one and three years	566	89.9%	6.2%	4.0%	5
Between three and five years	625	89.3%	5.5%	5.3%	5
Five or more years	5,133	90.4%	4.7%	4.9%	15

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Within one year	157	97.0%	2.5%	0.5%	0
Between one and three years	428	96.5%	2.7%	0.8%	3
Between three and five years	463	96.3%	2.4%	1.2%	4
Five or more years	3,706	97.4%	1.8%	0.8%	26

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Retirement Plans Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Within one year	39	82.2%	11.3%	6.6%	2
Between one and three years	120	83.5%	15.6%	0.8%	21
Between three and five years	124	90.5%	9.5%	0.0%	6
Five or more years	913	85.8%	12.6%	1.6%	77

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Within one year	25	72.0%	24.1%	3.9%	3
Between one and three years	76	82.1%	16.5%	1.4%	14
Between three and five years	78	83.2%	13.1%	3.7%	15
Five or more years	581	84.8%	13.3%	1.8%	99

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Within one year	<10	--	--	--	--
Between one and three years	17	86.0%	14.0%	0.0%	10
Between three and five years	22	65.8%	34.2%	0.0%	10
Five or more years	144	80.6%	18.5%	0.8%	71

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Within one year	<10	--	--	--	--
Between one and three years	20	83.9%	16.1%	0.0%	4
Between three and five years	18	87.8%	12.2%	0.0%	10
Five or more years	97	72.1%	27.9%	0.0%	63

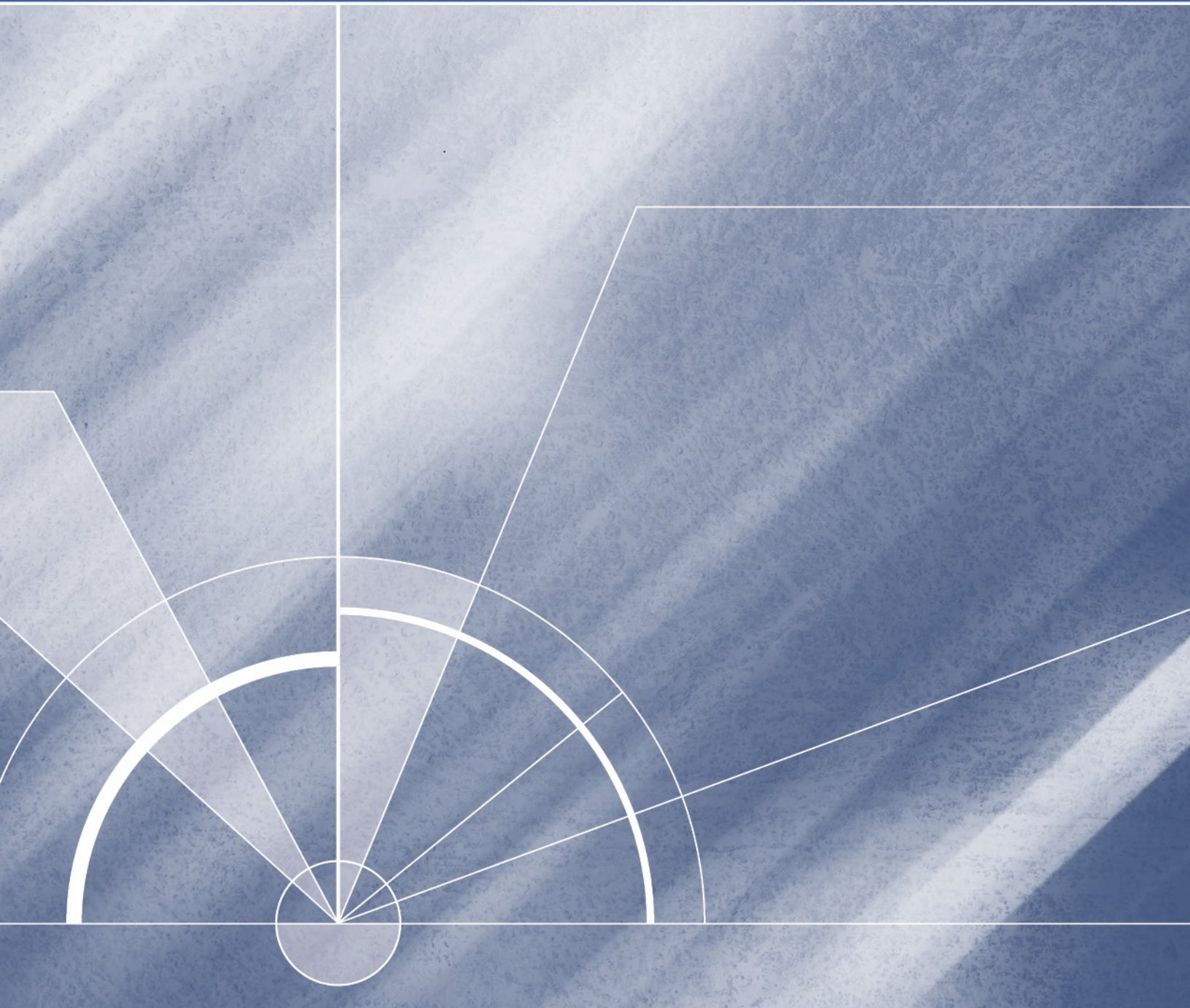
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Sexual Orientation
and Gender Identity
Comparison Report

General Services Administration





General Services Administration

Sexual Orientation and Gender Identity Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Heterosexual or Straight	5,734
Gay, Lesbian, Bisexual, or Transgender	198
I prefer not to say	977

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Heterosexual or Straight	5,728	78.1%	11.6%	10.3%
Gay, Lesbian, Bisexual, or Transgender	198	81.5%	9.6%	9.0%
I prefer not to say	973	65.3%	16.2%	18.5%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Heterosexual or Straight	5,696	78.5%	11.7%	9.9%
Gay, Lesbian, Bisexual, or Transgender	197	77.2%	11.1%	11.6%
I prefer not to say	971	66.6%	16.1%	17.3%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Heterosexual or Straight	5,671	73.7%	13.1%	13.2%
Gay, Lesbian, Bisexual, or Transgender	196	75.8%	12.9%	11.3%
I prefer not to say	961	61.1%	17.4%	21.5%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Heterosexual or Straight	5,702	78.3%	13.0%	8.6%
Gay, Lesbian, Bisexual, or Transgender	198	77.6%	13.7%	8.7%
I prefer not to say	969	69.4%	15.1%	15.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Heterosexual or Straight	5,665	84.4%	10.9%	4.7%
Gay, Lesbian, Bisexual, or Transgender	196	84.1%	10.5%	5.4%
I prefer not to say	968	77.5%	14.0%	8.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Heterosexual or Straight	5,666	85.0%	8.9%	6.1%
Gay, Lesbian, Bisexual, or Transgender	198	85.7%	6.7%	7.7%
I prefer not to say	954	74.7%	12.9%	12.4%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Heterosexual or Straight	5,702	97.2%	1.7%	1.1%
Gay, Lesbian, Bisexual, or Transgender	198	94.7%	3.3%	2.0%
I prefer not to say	965	93.2%	4.7%	2.1%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Heterosexual or Straight	5,695	93.0%	5.9%	1.1%
Gay, Lesbian, Bisexual, or Transgender	198	92.4%	6.0%	1.6%
I prefer not to say	969	89.5%	8.5%	2.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Heterosexual or Straight	5,706	61.2%	15.2%	23.7%	13
Gay, Lesbian, Bisexual, or Transgender	198	62.6%	11.7%	25.7%	0
I prefer not to say	973	50.2%	15.4%	34.4%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Heterosexual or Straight	5,699	67.9%	13.5%	18.6%	9
Gay, Lesbian, Bisexual, or Transgender	196	69.4%	7.8%	22.8%	0
I prefer not to say	965	56.6%	18.2%	25.3%	4

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Heterosexual or Straight	5,621	70.5%	13.9%	15.7%	15
Gay, Lesbian, Bisexual, or Transgender	197	70.4%	15.0%	14.7%	0
I prefer not to say	946	56.8%	18.4%	24.9%	7

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Heterosexual or Straight	5,678	88.5%	7.6%	4.0%	15
Gay, Lesbian, Bisexual, or Transgender	198	87.7%	7.5%	4.7%	0
I prefer not to say	965	80.3%	10.9%	8.7%	7

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Heterosexual or Straight	5,654	91.2%	6.2%	2.6%	6
Gay, Lesbian, Bisexual, or Transgender	197	89.8%	7.7%	2.5%	0
I prefer not to say	960	85.1%	10.3%	4.6%	4

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Heterosexual or Straight	5,675	76.1%	10.8%	13.1%	24
Gay, Lesbian, Bisexual, or Transgender	197	66.4%	12.5%	21.1%	1
I prefer not to say	965	63.2%	16.3%	20.5%	8

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Heterosexual or Straight	5,617	77.2%	12.4%	10.5%	92
Gay, Lesbian, Bisexual, or Transgender	191	80.6%	11.5%	7.9%	6
I prefer not to say	945	66.8%	16.6%	16.6%	28

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Heterosexual or Straight	5,672	90.4%	7.2%	2.4%	15
Gay, Lesbian, Bisexual, or Transgender	197	90.0%	5.9%	4.1%	1
I prefer not to say	963	83.4%	13.0%	3.6%	4

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Heterosexual or Straight	5,519	75.7%	14.1%	10.3%	181
Gay, Lesbian, Bisexual, or Transgender	191	76.2%	9.5%	14.4%	7
I prefer not to say	912	62.6%	17.6%	19.8%	61

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Heterosexual or Straight	5,672	71.0%	16.3%	12.7%	22
Gay, Lesbian, Bisexual, or Transgender	197	71.1%	16.2%	12.8%	0
I prefer not to say	963	57.4%	20.5%	22.1%	8

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Heterosexual or Straight	5,589	76.2%	12.2%	11.6%	139
Gay, Lesbian, Bisexual, or Transgender	190	79.2%	8.4%	12.4%	8
I prefer not to say	949	65.3%	16.4%	18.2%	28

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Heterosexual or Straight	5,723	84.8%	8.8%	6.4%
Gay, Lesbian, Bisexual, or Transgender	198	86.4%	6.0%	7.6%
I prefer not to say	976	77.8%	12.3%	9.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Heterosexual or Straight	5,538	52.9%	23.7%	23.4%	187
Gay, Lesbian, Bisexual, or Transgender	189	54.5%	17.9%	27.6%	8
I prefer not to say	928	40.1%	25.6%	34.3%	48

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Heterosexual or Straight	5,343	49.3%	27.4%	23.3%	361
Gay, Lesbian, Bisexual, or Transgender	181	53.2%	20.4%	26.5%	17
I prefer not to say	886	36.6%	29.8%	33.6%	88

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Heterosexual or Straight	5,064	45.2%	29.6%	25.2%	642
Gay, Lesbian, Bisexual, or Transgender	170	48.7%	25.8%	25.5%	28
I prefer not to say	837	36.6%	30.3%	33.1%	133

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Heterosexual or Straight	5,418	50.7%	26.9%	22.5%	301
Gay, Lesbian, Bisexual, or Transgender	186	54.1%	24.1%	21.8%	12
I prefer not to say	896	38.5%	28.2%	33.3%	76

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Heterosexual or Straight	5,329	55.2%	25.4%	19.4%	375
Gay, Lesbian, Bisexual, or Transgender	187	59.9%	19.5%	20.6%	11
I prefer not to say	864	42.5%	26.7%	30.8%	106

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Heterosexual or Straight	5,696	85.2%	8.4%	6.4%	15
Gay, Lesbian, Bisexual, or Transgender	197	87.9%	6.9%	5.2%	0
I prefer not to say	958	79.0%	11.9%	9.1%	7

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Heterosexual or Straight	5,527	69.8%	21.4%	8.8%	190
Gay, Lesbian, Bisexual, or Transgender	192	76.0%	15.1%	8.9%	6
I prefer not to say	930	59.1%	25.0%	16.0%	45

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Heterosexual or Straight	5,731	90.8%	8.0%	1.2%
Gay, Lesbian, Bisexual, or Transgender	198	88.7%	9.5%	1.8%
I prefer not to say	977	84.3%	12.5%	3.2%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Heterosexual or Straight	5,661	78.5%	13.4%	8.1%	56
Gay, Lesbian, Bisexual, or Transgender	192	80.3%	8.7%	11.0%	4
I prefer not to say	948	67.6%	17.1%	15.3%	23

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Heterosexual or Straight	5,605	61.1%	21.2%	17.7%	111
Gay, Lesbian, Bisexual, or Transgender	195	67.0%	16.6%	16.4%	3
I prefer not to say	944	48.7%	22.4%	28.9%	28

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Heterosexual or Straight	5,620	64.8%	20.4%	14.8%	87
Gay, Lesbian, Bisexual, or Transgender	194	69.9%	16.2%	14.0%	4
I prefer not to say	948	50.7%	24.2%	25.0%	24

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Heterosexual or Straight	5,535	56.7%	24.7%	18.6%	153
Gay, Lesbian, Bisexual, or Transgender	194	63.5%	17.0%	19.5%	3
I prefer not to say	927	43.3%	27.0%	29.7%	40

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Heterosexual or Straight	5,275	32.8%	32.0%	35.2%	396
Gay, Lesbian, Bisexual, or Transgender	179	35.2%	29.3%	35.6%	15
I prefer not to say	862	24.4%	31.0%	44.5%	105

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Heterosexual or Straight	5,293	67.1%	23.1%	9.8%	407
Gay, Lesbian, Bisexual, or Transgender	177	68.6%	18.7%	12.6%	21
I prefer not to say	859	55.9%	27.8%	16.3%	111

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Heterosexual or Straight	5,604	86.2%	9.9%	4.0%	97
Gay, Lesbian, Bisexual, or Transgender	191	86.0%	9.2%	4.8%	5
I prefer not to say	932	76.2%	15.6%	8.2%	39

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Heterosexual or Straight	5,629	84.1%	10.7%	5.2%	58
Gay, Lesbian, Bisexual, or Transgender	195	87.0%	7.3%	5.8%	3
I prefer not to say	952	74.2%	15.8%	10.0%	20

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Heterosexual or Straight	5,359	68.1%	19.4%	12.5%	330
Gay, Lesbian, Bisexual, or Transgender	184	73.6%	10.8%	15.6%	14
I prefer not to say	895	57.0%	22.2%	20.8%	79

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Heterosexual or Straight	5,293	77.9%	15.3%	6.8%	392
Gay, Lesbian, Bisexual, or Transgender	180	79.7%	9.0%	11.3%	17
I prefer not to say	857	65.9%	20.7%	13.4%	108

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Heterosexual or Straight	5,662	85.2%	11.2%	3.6%	52
Gay, Lesbian, Bisexual, or Transgender	194	83.0%	11.2%	5.8%	3
I prefer not to say	945	75.9%	16.4%	7.7%	30

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Heterosexual or Straight	5,707	80.5%	13.0%	6.4%
Gay, Lesbian, Bisexual, or Transgender	198	77.4%	15.8%	6.8%
I prefer not to say	972	66.7%	20.9%	12.5%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Heterosexual or Straight	5,513	60.2%	21.6%	18.2%	217
Gay, Lesbian, Bisexual, or Transgender	188	56.3%	21.5%	22.2%	10
I prefer not to say	913	44.4%	27.0%	28.6%	63

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Heterosexual or Straight	5,712	90.5%	5.3%	4.1%	11
Gay, Lesbian, Bisexual, or Transgender	195	88.9%	6.0%	5.1%	1
I prefer not to say	970	83.3%	8.1%	8.6%	4

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Heterosexual or Straight	5,701	81.8%	10.3%	7.9%	12
Gay, Lesbian, Bisexual, or Transgender	195	81.9%	11.4%	6.7%	1
I prefer not to say	967	70.8%	14.9%	14.3%	5

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Heterosexual or Straight	5,647	79.6%	11.1%	9.4%	41
Gay, Lesbian, Bisexual, or Transgender	192	77.8%	12.4%	9.8%	4
I prefer not to say	954	68.0%	14.8%	17.2%	16

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Heterosexual or Straight	5,390	82.7%	12.9%	4.3%	322
Gay, Lesbian, Bisexual, or Transgender	181	80.0%	14.4%	5.5%	16
I prefer not to say	886	73.0%	19.0%	8.0%	86

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Heterosexual or Straight	5,677	79.4%	11.8%	8.8%	21
Gay, Lesbian, Bisexual, or Transgender	196	74.2%	15.8%	9.9%	2
I prefer not to say	964	66.4%	17.2%	16.4%	9

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Heterosexual or Straight	5,668	83.2%	10.0%	6.7%	40
Gay, Lesbian, Bisexual, or Transgender	193	83.8%	8.7%	7.5%	3
I prefer not to say	956	71.5%	16.0%	12.5%	13

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Heterosexual or Straight	5,724	87.7%	7.0%	5.4%
Gay, Lesbian, Bisexual, or Transgender	198	87.4%	6.6%	6.0%
I prefer not to say	975	75.5%	13.6%	10.9%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Heterosexual or Straight	5,711	90.1%	5.5%	4.4%
Gay, Lesbian, Bisexual, or Transgender	198	91.0%	5.4%	3.6%
I prefer not to say	970	81.8%	9.9%	8.3%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Heterosexual or Straight	5,704	89.5%	5.7%	4.8%
Gay, Lesbian, Bisexual, or Transgender	196	86.3%	5.3%	8.4%
I prefer not to say	975	81.8%	9.2%	9.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Heterosexual or Straight	5,710	82.3%	9.4%	8.3%
Gay, Lesbian, Bisexual, or Transgender	198	79.1%	11.9%	9.0%
I prefer not to say	971	69.7%	13.5%	16.8%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Heterosexual or Straight	5,725	84.2%	10.2%	5.6%
Gay, Lesbian, Bisexual, or Transgender	198	80.9%	12.2%	6.9%
I prefer not to say	975	73.5%	15.2%	11.3%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Heterosexual or Straight	5,641	59.1%	20.9%	20.0%	87
Gay, Lesbian, Bisexual, or Transgender	195	58.4%	19.1%	22.5%	3
I prefer not to say	946	44.7%	22.6%	32.6%	28

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Heterosexual or Straight	5,467	68.2%	20.0%	11.8%	253
Gay, Lesbian, Bisexual, or Transgender	189	71.2%	14.7%	14.1%	8
I prefer not to say	890	54.8%	23.3%	21.9%	80

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Heterosexual or Straight	5,475	78.9%	14.2%	6.9%	210
Gay, Lesbian, Bisexual, or Transgender	189	78.8%	12.5%	8.7%	7
I prefer not to say	906	67.0%	18.7%	14.3%	58

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Heterosexual or Straight	5,666	77.1%	13.3%	9.6%	39
Gay, Lesbian, Bisexual, or Transgender	195	76.6%	8.5%	14.9%	1
I prefer not to say	950	65.3%	18.1%	16.6%	19

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Heterosexual or Straight	5,519	78.3%	14.6%	7.2%	167
Gay, Lesbian, Bisexual, or Transgender	192	75.8%	12.7%	11.6%	6
I prefer not to say	914	68.7%	17.5%	13.8%	53

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Heterosexual or Straight	5,611	72.5%	15.1%	12.5%	83
Gay, Lesbian, Bisexual, or Transgender	192	73.0%	12.5%	14.6%	5
I prefer not to say	934	58.8%	20.1%	21.2%	32

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Heterosexual or Straight	5,617	73.9%	14.8%	11.3%	93
Gay, Lesbian, Bisexual, or Transgender	193	75.2%	11.8%	13.0%	4
I prefer not to say	932	61.3%	19.1%	19.6%	38

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Heterosexual or Straight	5,520	74.6%	16.3%	9.1%	201
Gay, Lesbian, Bisexual, or Transgender	194	74.0%	15.7%	10.3%	4
I prefer not to say	931	63.3%	22.1%	14.6%	43

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Heterosexual or Straight	5,665	68.0%	19.3%	12.7%	55
Gay, Lesbian, Bisexual, or Transgender	193	66.8%	12.9%	20.2%	5
I prefer not to say	959	53.7%	24.0%	22.3%	17

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Heterosexual or Straight	5,482	76.8%	15.5%	7.7%	240
Gay, Lesbian, Bisexual, or Transgender	184	76.2%	14.9%	8.9%	14
I prefer not to say	908	67.3%	18.9%	13.8%	67

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Heterosexual or Straight	5,719	67.2%	17.8%	15.0%
Gay, Lesbian, Bisexual, or Transgender	198	69.9%	15.3%	14.9%
I prefer not to say	975	52.1%	23.6%	24.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Heterosexual or Straight	5,715	68.9%	18.3%	12.8%
Gay, Lesbian, Bisexual, or Transgender	196	65.1%	14.8%	20.2%
I prefer not to say	974	56.0%	22.7%	21.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Heterosexual or Straight	5,705	65.3%	19.5%	15.2%
Gay, Lesbian, Bisexual, or Transgender	196	68.3%	16.2%	15.5%
I prefer not to say	973	51.5%	25.2%	23.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Heterosexual or Straight	5,697	59.5%	24.5%	16.0%
Gay, Lesbian, Bisexual, or Transgender	198	61.0%	22.6%	16.4%
I prefer not to say	970	43.5%	29.3%	27.2%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Heterosexual or Straight	5,707	50.2%	25.0%	24.7%
Gay, Lesbian, Bisexual, or Transgender	198	48.4%	22.9%	28.7%
I prefer not to say	969	36.5%	30.5%	33.0%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Heterosexual or Straight	5,699	68.5%	18.1%	13.3%
Gay, Lesbian, Bisexual, or Transgender	196	68.1%	16.4%	15.5%
I prefer not to say	972	56.8%	20.4%	22.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Heterosexual or Straight	5,702	78.6%	12.3%	9.1%
Gay, Lesbian, Bisexual, or Transgender	196	77.0%	13.5%	9.5%
I prefer not to say	972	66.8%	15.8%	17.4%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Heterosexual or Straight	5,714	73.9%	13.2%	12.9%
Gay, Lesbian, Bisexual, or Transgender	197	75.6%	10.0%	14.3%
I prefer not to say	974	65.0%	18.1%	17.0%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Heterosexual or Straight	5,712	75.2%	14.7%	10.0%
Gay, Lesbian, Bisexual, or Transgender	198	74.8%	14.6%	10.6%
I prefer not to say	974	60.5%	20.7%	18.8%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Heterosexual or Straight	5,681	94.7%	3.5%	1.0%	0.8%
Gay, Lesbian, Bisexual, or Transgender	196	93.7%	3.9%	0.5%	2.0%
I prefer not to say	970	94.3%	3.5%	1.2%	1.0%

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Heterosexual or Straight	5,723	35.4%	40.7%	6.9%	8.8%
Gay, Lesbian, Bisexual, or Transgender	198	27.6%	40.5%	7.9%	10.9%
I prefer not to say	977	32.2%	40.2%	7.4%	8.8%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Heterosexual or Straight	5,723	2.0%	0.3%	2.1%	3.8%
Gay, Lesbian, Bisexual, or Transgender	198	1.9%	0.6%	4.8%	5.8%
I prefer not to say	977	1.8%	1.3%	3.0%	5.3%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Heterosexual or Straight	5,688	67.3%	30.6%	2.0%
Gay, Lesbian, Bisexual, or Transgender	195	70.4%	26.5%	3.1%
I prefer not to say	962	68.6%	29.5%	1.9%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Heterosexual or Straight	5,695	18.3%	71.6%	10.1%
Gay, Lesbian, Bisexual, or Transgender	196	20.8%	70.2%	9.0%
I prefer not to say	968	16.4%	70.8%	12.8%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Heterosexual or Straight	5,669	11.7%	84.5%	3.8%
Gay, Lesbian, Bisexual, or Transgender	196	18.3%	77.9%	3.8%
I prefer not to say	964	12.0%	84.9%	3.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Heterosexual or Straight	5,688	3.2%	86.8%	10.0%
Gay, Lesbian, Bisexual, or Transgender	196	5.1%	85.5%	9.4%
I prefer not to say	964	3.0%	86.0%	11.1%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Heterosexual or Straight	5,698	2.6%	87.3%	10.1%
Gay, Lesbian, Bisexual, or Transgender	197	3.7%	84.8%	11.5%
I prefer not to say	964	2.1%	84.8%	13.2%

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Heterosexual or Straight	5,257	90.9%	4.8%	4.3%	19
Gay, Lesbian, Bisexual, or Transgender	171	91.9%	1.5%	6.6%	1
I prefer not to say	860	86.4%	5.9%	7.7%	6

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Heterosexual or Straight	3,782	97.8%	1.6%	0.6%	28
Gay, Lesbian, Bisexual, or Transgender	135	96.2%	3.2%	0.6%	1
I prefer not to say	654	94.0%	3.8%	2.2%	3

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Heterosexual or Straight	983	86.6%	12.2%	1.2%	78
Gay, Lesbian, Bisexual, or Transgender	37	79.8%	13.7%	6.6%	5
I prefer not to say	144	81.7%	14.6%	3.6%	19

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Heterosexual or Straight	605	84.3%	13.8%	1.9%	101
Gay, Lesbian, Bisexual, or Transgender	31	77.9%	19.4%	2.7%	6
I prefer not to say	108	84.3%	11.7%	4.0%	17

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Sexual Orientation and Gender Identity Comparison Report

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Heterosexual or Straight	155	78.4%	21.6%	0.0%	67
Gay, Lesbian, Bisexual, or Transgender	<10	--	--	--	--
I prefer not to say	21	80.6%	13.9%	5.5%	18

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Heterosexual or Straight	112	76.3%	23.7%	0.0%	62
Gay, Lesbian, Bisexual, or Transgender	<10	--	--	--	--
I prefer not to say	19	65.7%	30.5%	3.9%	11

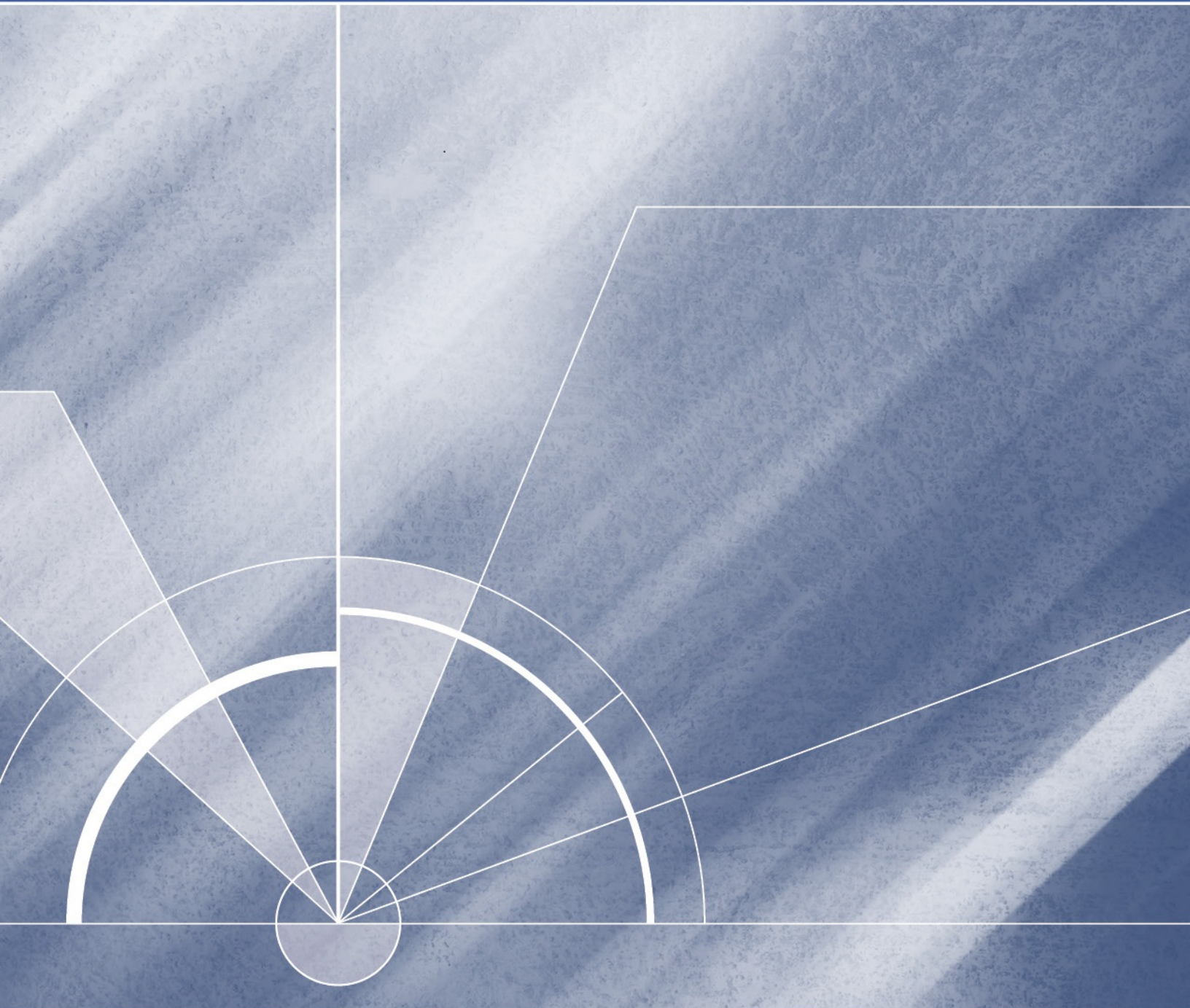
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Supervisory
Status
Comparison
Report

General Services Administration





General Services Administration Supervisory Status Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Non-Supervisor	5,001
Team Leader	628
Supervisor	1,035
Manager	539
Senior Leader	98

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Non-Supervisor	4,993	73.3%	13.6%	13.1%
Team Leader	626	76.5%	11.8%	11.8%
Supervisor	1,035	81.9%	10.1%	8.0%
Manager	538	87.2%	6.7%	6.1%
Senior Leader	98	93.6%	5.1%	1.4%

General Services Administration

Supervisory Status Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Non-Supervisor	4,968	73.8%	14.0%	12.2%
Team Leader	622	78.2%	9.8%	11.9%
Supervisor	1,029	80.9%	9.7%	9.4%
Manager	538	87.5%	6.3%	6.2%
Senior Leader	98	95.1%	1.9%	3.0%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Non-Supervisor	4,943	67.9%	15.6%	16.5%
Team Leader	617	73.8%	11.0%	15.2%
Supervisor	1,025	79.7%	10.9%	9.4%
Manager	535	85.7%	8.1%	6.2%
Senior Leader	97	92.9%	5.2%	1.9%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Non-Supervisor	4,969	73.6%	15.4%	11.0%
Team Leader	622	79.6%	10.5%	9.9%
Supervisor	1,031	83.5%	10.1%	6.5%
Manager	537	88.0%	6.7%	5.3%
Senior Leader	98	96.7%	3.3%	0.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Non-Supervisor	4,945	80.7%	13.1%	6.2%
Team Leader	620	84.8%	10.5%	4.7%
Supervisor	1,021	88.2%	8.6%	3.2%
Manager	534	91.2%	5.7%	3.0%
Senior Leader	98	97.0%	3.0%	0.0%

General Services Administration

Supervisory Status Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Non-Supervisor	4,929	81.6%	10.7%	7.7%
Team Leader	620	85.0%	7.5%	7.5%
Supervisor	1,022	86.9%	7.6%	5.6%
Manager	534	88.3%	6.4%	5.3%
Senior Leader	98	95.2%	2.8%	2.0%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Non-Supervisor	4,976	95.9%	2.5%	1.5%
Team Leader	621	96.4%	2.4%	1.2%
Supervisor	1,023	97.5%	1.6%	0.9%
Manager	536	98.6%	1.2%	0.2%
Senior Leader	97	99.0%	1.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Non-Supervisor	4,970	90.9%	7.5%	1.6%
Team Leader	621	93.8%	5.5%	0.7%
Supervisor	1,027	95.1%	4.2%	0.7%
Manager	536	97.6%	2.2%	0.2%
Senior Leader	98	97.1%	2.9%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Non-Supervisor	4,975	61.4%	15.8%	22.8%	12
Team Leader	625	54.9%	15.9%	29.2%	0
Supervisor	1,033	52.1%	13.2%	34.7%	1
Manager	538	54.4%	12.0%	33.7%	1
Senior Leader	98	69.3%	10.9%	19.7%	0

General Services Administration

Supervisory Status Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Non-Supervisor	4,963	66.1%	14.6%	19.4%	10
Team Leader	623	63.5%	14.4%	22.0%	0
Supervisor	1,028	63.8%	13.8%	22.4%	3
Manager	538	69.6%	12.2%	18.2%	1
Senior Leader	97	76.8%	16.4%	6.7%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Non-Supervisor	4,893	64.1%	16.4%	19.4%	21
Team Leader	615	71.3%	11.9%	16.8%	0
Supervisor	1,013	77.3%	10.2%	12.5%	1
Manager	530	82.6%	8.9%	8.5%	0
Senior Leader	96	90.9%	4.9%	4.2%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Non-Supervisor	4,954	85.5%	9.2%	5.3%	19
Team Leader	622	88.0%	8.0%	4.0%	1
Supervisor	1,024	90.9%	5.6%	3.5%	2
Manager	534	93.1%	4.4%	2.5%	0
Senior Leader	97	96.2%	3.8%	0.0%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Non-Supervisor	4,927	88.9%	7.7%	3.4%	10
Team Leader	617	90.9%	7.4%	1.7%	1
Supervisor	1,024	92.4%	5.3%	2.4%	0
Manager	533	94.7%	4.2%	1.1%	0
Senior Leader	97	100.0%	0.0%	0.0%	0

General Services Administration

Supervisory Status Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Non-Supervisor	4,944	72.6%	12.5%	14.9%	26
Team Leader	622	73.4%	12.7%	13.9%	4
Supervisor	1,025	77.8%	9.1%	13.0%	4
Manager	538	75.6%	8.2%	16.2%	1
Senior Leader	98	88.3%	6.8%	5.0%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Non-Supervisor	4,863	72.4%	15.0%	12.6%	112
Team Leader	621	80.8%	8.3%	10.9%	6
Supervisor	1,025	82.0%	9.8%	8.2%	6
Manager	533	84.6%	7.8%	7.6%	6
Senior Leader	94	86.8%	9.1%	4.0%	4

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Non-Supervisor	4,942	88.0%	8.8%	3.2%	19
Team Leader	623	88.7%	8.8%	2.4%	1
Supervisor	1,025	92.8%	5.6%	1.7%	1
Manager	534	94.1%	4.1%	1.8%	0
Senior Leader	97	98.2%	1.8%	0.0%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Non-Supervisor	4,767	70.3%	16.7%	13.0%	208
Team Leader	601	74.4%	14.3%	11.3%	21
Supervisor	1,002	80.8%	10.1%	9.1%	28
Manager	531	87.7%	6.1%	6.2%	7
Senior Leader	98	94.2%	1.0%	4.8%	0

General Services Administration Supervisory Status Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Non-Supervisor	4,940	66.7%	17.8%	15.5%	25
Team Leader	618	68.4%	19.3%	12.3%	3
Supervisor	1,030	75.6%	13.5%	10.9%	2
Manager	534	77.3%	12.6%	10.0%	0
Senior Leader	96	78.3%	14.5%	7.2%	1

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Non-Supervisor	4,834	71.7%	13.8%	14.4%	164
Team Leader	619	76.0%	13.0%	11.1%	9
Supervisor	1,024	82.1%	8.9%	8.9%	8
Manager	530	82.2%	8.7%	9.2%	8
Senior Leader	97	80.9%	12.9%	6.3%	1

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Non-Supervisor	4,993	82.7%	9.8%	7.5%
Team Leader	627	79.5%	11.4%	9.1%
Supervisor	1,034	87.9%	7.6%	4.5%
Manager	535	89.9%	5.6%	4.4%
Senior Leader	98	94.5%	4.3%	1.2%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Non-Supervisor	4,765	50.5%	25.5%	24.0%	228
Team Leader	613	45.8%	24.3%	30.0%	15
Supervisor	1,021	50.9%	19.7%	29.4%	12
Manager	537	55.2%	18.4%	26.5%	1
Senior Leader	97	72.9%	13.0%	14.1%	0

General Services Administration

Supervisory Status Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Non-Supervisor	4,535	40.2%	30.8%	29.0%	444
Team Leader	595	45.4%	30.7%	23.9%	29
Supervisor	1,005	63.9%	19.4%	16.7%	22
Manager	535	77.6%	12.5%	9.9%	1
Senior Leader	97	88.0%	8.9%	3.1%	1

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Non-Supervisor	4,210	36.7%	34.1%	29.1%	767
Team Leader	583	37.6%	28.6%	33.8%	39
Supervisor	992	61.6%	19.7%	18.7%	37
Manager	532	72.4%	14.9%	12.7%	6
Senior Leader	94	83.2%	10.5%	6.3%	3

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Non-Supervisor	4,598	43.2%	29.8%	27.0%	389
Team Leader	608	44.7%	29.0%	26.3%	18
Supervisor	1,017	63.4%	20.6%	16.1%	15
Manager	535	72.6%	15.2%	12.3%	3
Senior Leader	94	80.5%	14.1%	5.4%	4

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Non-Supervisor	4,484	47.8%	28.2%	24.0%	486
Team Leader	602	51.8%	26.1%	22.1%	24
Supervisor	1,009	67.7%	18.2%	14.1%	21
Manager	527	74.4%	14.9%	10.8%	7
Senior Leader	95	82.7%	11.1%	6.2%	2

General Services Administration Supervisory Status Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Non-Supervisor	4,957	82.2%	10.1%	7.7%	21
Team Leader	625	83.8%	8.5%	7.7%	1
Supervisor	1,027	90.5%	5.5%	4.0%	3
Manager	536	91.9%	4.7%	3.3%	0
Senior Leader	95	91.7%	5.4%	2.9%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Non-Supervisor	4,748	64.6%	24.5%	10.9%	239
Team Leader	617	66.5%	21.9%	11.6%	10
Supervisor	1,021	77.1%	15.4%	7.5%	8
Manager	537	82.5%	11.6%	5.9%	2
Senior Leader	95	86.6%	12.5%	0.9%	2

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Non-Supervisor	4,998	88.3%	9.6%	2.0%
Team Leader	628	88.6%	10.3%	1.1%
Supervisor	1,035	93.5%	5.9%	0.6%
Manager	539	94.3%	5.4%	0.3%
Senior Leader	98	99.2%	0.8%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Non-Supervisor	4,900	75.9%	14.7%	9.4%	83
Team Leader	618	74.5%	14.8%	10.7%	5
Supervisor	1,030	79.7%	10.9%	9.4%	4
Manager	535	82.0%	10.2%	7.8%	1
Senior Leader	97	88.2%	8.4%	3.3%	0

General Services Administration

Supervisory Status Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Non-Supervisor	4,850	55.8%	23.4%	20.8%	134
Team Leader	618	56.2%	21.4%	22.4%	9
Supervisor	1,026	67.3%	15.6%	17.1%	7
Manager	532	74.2%	16.1%	9.7%	5
Senior Leader	98	85.6%	6.7%	7.7%	0

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Non-Supervisor	4,862	58.5%	22.9%	18.5%	120
Team Leader	623	60.0%	21.2%	18.8%	2
Supervisor	1,024	72.9%	16.6%	10.5%	3
Manager	535	81.0%	11.8%	7.2%	3
Senior Leader	95	92.2%	4.9%	2.9%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Non-Supervisor	4,758	50.3%	27.2%	22.4%	198
Team Leader	623	52.1%	25.2%	22.7%	3
Supervisor	1,019	65.5%	18.4%	16.1%	8
Manager	529	74.5%	15.6%	9.9%	5
Senior Leader	98	85.3%	11.8%	2.9%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Non-Supervisor	4,473	28.0%	32.2%	39.8%	475
Team Leader	583	33.7%	28.1%	38.2%	33
Supervisor	1,004	38.2%	32.5%	29.3%	21
Manager	523	41.5%	31.0%	27.5%	11
Senior Leader	96	57.9%	24.3%	17.8%	1

General Services Administration Supervisory Status Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Non-Supervisor	4,493	61.5%	26.1%	12.4%	484
Team Leader	580	64.6%	25.7%	9.8%	44
Supervisor	992	73.3%	19.4%	7.3%	36
Manager	517	81.0%	12.7%	6.3%	14
Senior Leader	96	86.0%	9.6%	4.4%	2

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Non-Supervisor	4,844	83.1%	11.7%	5.2%	124
Team Leader	607	82.7%	12.7%	4.6%	15
Supervisor	1,021	88.2%	8.3%	3.6%	11
Manager	535	91.1%	6.0%	2.8%	3
Senior Leader	98	97.7%	1.4%	1.0%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Non-Supervisor	4,892	81.1%	12.4%	6.5%	74
Team Leader	613	82.4%	11.7%	5.9%	9
Supervisor	1,021	85.8%	9.8%	4.3%	4
Manager	534	88.6%	6.8%	4.6%	2
Senior Leader	97	96.0%	4.0%	0.0%	1

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Non-Supervisor	4,589	61.8%	22.5%	15.7%	383
Team Leader	586	65.9%	21.8%	12.3%	40
Supervisor	997	77.0%	13.2%	9.9%	25
Manager	526	84.8%	7.9%	7.3%	8
Senior Leader	97	93.8%	4.0%	2.2%	1

General Services Administration Supervisory Status Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Non-Supervisor	4,468	71.8%	19.0%	9.2%	492
Team Leader	578	78.2%	15.5%	6.3%	45
Supervisor	995	85.4%	9.2%	5.5%	28
Manager	524	92.9%	3.6%	3.6%	10
Senior Leader	97	95.7%	3.2%	1.1%	1

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Non-Supervisor	4,897	82.0%	13.1%	4.8%	87
Team Leader	621	83.5%	12.0%	4.5%	5
Supervisor	1,029	87.2%	9.3%	3.5%	4
Manager	534	89.1%	7.5%	3.4%	2
Senior Leader	97	93.9%	5.1%	1.0%	1

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Non-Supervisor	4,976	76.4%	15.4%	8.2%
Team Leader	625	78.4%	14.5%	7.2%
Supervisor	1,032	81.8%	13.0%	5.2%
Manager	537	85.2%	8.6%	6.2%
Senior Leader	97	94.1%	4.0%	1.9%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Non-Supervisor	4,726	53.7%	24.9%	21.3%	271
Team Leader	601	54.9%	24.5%	20.6%	26
Supervisor	1,019	64.7%	16.5%	18.7%	16
Manager	533	72.4%	15.0%	12.6%	6
Senior Leader	96	86.4%	6.5%	7.0%	1

General Services Administration

Supervisory Status Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Non-Supervisor	4,974	88.4%	6.1%	5.4%	14
Team Leader	627	89.5%	5.7%	4.8%	1
Supervisor	1,029	91.8%	5.2%	3.0%	3
Manager	538	93.4%	2.9%	3.7%	0
Senior Leader	98	94.9%	3.3%	1.8%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Non-Supervisor	4,965	75.7%	13.6%	10.7%	18
Team Leader	625	87.1%	6.7%	6.3%	1
Supervisor	1,028	90.5%	5.5%	4.0%	0
Manager	538	90.0%	4.7%	5.3%	0
Senior Leader	98	91.5%	5.5%	3.0%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Non-Supervisor	4,903	74.9%	13.5%	11.6%	56
Team Leader	621	80.2%	8.4%	11.5%	1
Supervisor	1,019	83.8%	9.2%	7.0%	5
Manager	532	85.5%	5.6%	8.9%	6
Senior Leader	98	85.6%	8.4%	6.0%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Non-Supervisor	4,610	77.7%	16.6%	5.7%	369
Team Leader	586	84.9%	10.6%	4.5%	39
Supervisor	987	88.7%	8.9%	2.4%	43
Manager	528	90.1%	6.7%	3.1%	11
Senior Leader	97	92.8%	7.2%	0.0%	1

General Services Administration Supervisory Status Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Non-Supervisor	4,937	74.7%	14.3%	11.1%	32
Team Leader	624	78.2%	10.7%	11.0%	2
Supervisor	1,027	82.9%	10.3%	6.8%	2
Manager	536	84.0%	8.4%	7.6%	2
Senior Leader	98	88.1%	9.0%	2.9%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Non-Supervisor	4,919	78.5%	12.5%	9.1%	56
Team Leader	623	81.1%	10.2%	8.7%	2
Supervisor	1,029	89.0%	7.6%	3.4%	1
Manager	533	93.1%	3.4%	3.5%	2
Senior Leader	97	90.6%	8.5%	1.0%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Non-Supervisor	4,992	84.0%	9.1%	7.0%
Team Leader	627	87.6%	6.5%	5.9%
Supervisor	1,034	90.4%	5.5%	4.1%
Manager	539	89.3%	5.2%	5.5%
Senior Leader	98	90.1%	9.0%	0.9%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Non-Supervisor	4,977	87.5%	7.0%	5.5%
Team Leader	625	90.5%	5.7%	3.8%
Supervisor	1,032	92.5%	4.0%	3.5%
Manager	537	91.3%	4.8%	3.9%
Senior Leader	98	93.7%	3.4%	2.9%

General Services Administration Supervisory Status Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Non-Supervisor	4,977	86.8%	6.7%	6.4%
Team Leader	627	90.0%	6.0%	4.0%
Supervisor	1,029	91.3%	5.4%	3.2%
Manager	536	91.0%	4.7%	4.3%
Senior Leader	98	89.6%	8.6%	1.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Non-Supervisor	4,983	77.8%	11.8%	10.4%
Team Leader	625	80.8%	7.8%	11.4%
Supervisor	1,031	86.1%	7.1%	6.9%
Manager	537	86.8%	6.3%	6.9%
Senior Leader	95	91.2%	5.7%	3.1%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Non-Supervisor	4,988	80.8%	12.1%	7.2%
Team Leader	628	82.3%	11.1%	6.6%
Supervisor	1,032	88.1%	8.2%	3.7%
Manager	539	86.7%	7.5%	5.7%
Senior Leader	98	91.6%	7.5%	0.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Non-Supervisor	4,877	55.3%	22.2%	22.5%	115
Team Leader	618	54.0%	21.8%	24.2%	9
Supervisor	1,027	58.5%	18.3%	23.2%	8
Manager	538	64.7%	18.2%	17.2%	1
Senior Leader	98	85.4%	7.7%	6.9%	0

General Services Administration Supervisory Status Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Non-Supervisor	4,681	63.7%	22.5%	13.7%	303
Team Leader	593	65.4%	18.8%	15.8%	35
Supervisor	999	71.1%	15.6%	13.3%	31
Manager	532	76.4%	13.3%	10.2%	6
Senior Leader	98	88.5%	6.8%	4.7%	0

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Non-Supervisor	4,701	73.8%	16.7%	9.5%	247
Team Leader	600	78.4%	13.1%	8.5%	22
Supervisor	1,003	84.5%	11.0%	4.5%	24
Manager	528	87.5%	8.5%	4.0%	6
Senior Leader	96	90.6%	5.0%	4.5%	1

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Non-Supervisor	4,911	72.9%	15.0%	12.0%	60
Team Leader	622	73.1%	14.1%	12.8%	3
Supervisor	1,027	80.7%	11.4%	7.9%	1
Manager	535	86.5%	8.1%	5.4%	1
Senior Leader	98	89.1%	8.9%	2.0%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Non-Supervisor	4,737	74.3%	16.4%	9.3%	219
Team Leader	606	74.8%	16.9%	8.3%	18
Supervisor	1,011	81.9%	11.4%	6.7%	15
Manager	533	88.0%	7.8%	4.2%	2
Senior Leader	96	91.8%	7.0%	1.2%	0

General Services Administration Supervisory Status Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Non-Supervisor	4,845	67.7%	17.2%	15.0%	116
Team Leader	615	67.6%	15.9%	16.5%	9
Supervisor	1,020	75.8%	12.7%	11.5%	8
Manager	533	85.9%	7.4%	6.6%	3
Senior Leader	98	90.7%	7.3%	2.0%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Non-Supervisor	4,838	69.2%	16.9%	13.9%	138
Team Leader	619	68.8%	16.4%	14.8%	6
Supervisor	1,020	79.0%	11.4%	9.6%	8
Manager	537	87.2%	6.8%	6.0%	1
Senior Leader	98	87.7%	9.9%	2.3%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Non-Supervisor	4,768	71.9%	17.7%	10.5%	218
Team Leader	609	69.5%	20.1%	10.5%	17
Supervisor	1,015	75.4%	15.2%	9.4%	20
Manager	530	77.6%	14.7%	7.6%	8
Senior Leader	96	87.3%	9.5%	3.1%	1

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Non-Supervisor	4,920	64.4%	21.1%	14.5%	70
Team Leader	617	64.9%	19.1%	16.0%	10
Supervisor	1,028	66.9%	18.3%	14.8%	5
Manager	537	72.1%	15.3%	12.6%	1
Senior Leader	98	88.0%	5.0%	7.1%	0

General Services Administration Supervisory Status Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Non-Supervisor	4,709	73.2%	17.9%	8.8%	281
Team Leader	600	74.5%	15.0%	10.6%	28
Supervisor	1,003	78.0%	12.8%	9.2%	32
Manager	528	85.1%	9.3%	5.6%	10
Senior Leader	96	90.1%	5.9%	4.0%	0

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Non-Supervisor	4,987	60.7%	21.1%	18.2%
Team Leader	626	65.8%	16.4%	17.8%
Supervisor	1,032	74.0%	13.3%	12.7%
Manager	539	82.3%	7.5%	10.2%
Senior Leader	97	86.7%	6.0%	7.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Non-Supervisor	4,985	63.3%	21.2%	15.5%
Team Leader	625	65.7%	19.6%	14.8%
Supervisor	1,032	73.8%	13.9%	12.3%
Manager	536	82.2%	10.0%	7.8%
Senior Leader	98	89.8%	4.1%	6.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Non-Supervisor	4,978	59.6%	22.4%	18.1%
Team Leader	626	63.5%	18.5%	18.0%
Supervisor	1,029	72.4%	15.4%	12.2%
Manager	535	76.5%	13.5%	10.0%
Senior Leader	97	86.5%	6.1%	7.4%

General Services Administration

Supervisory Status Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Non-Supervisor	4,972	54.3%	27.5%	18.2%
Team Leader	624	55.3%	23.9%	20.8%
Supervisor	1,030	61.7%	20.9%	17.5%
Manager	536	68.8%	17.1%	14.1%
Senior Leader	95	87.4%	6.6%	6.0%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Non-Supervisor	4,977	42.7%	27.4%	29.9%
Team Leader	625	48.4%	25.2%	26.4%
Supervisor	1,030	58.5%	23.1%	18.3%
Manager	535	68.6%	18.4%	12.9%
Senior Leader	97	85.3%	12.2%	2.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Non-Supervisor	4,976	64.1%	19.3%	16.6%
Team Leader	621	63.6%	21.3%	15.1%
Supervisor	1,028	72.3%	16.9%	10.8%
Manager	538	77.7%	14.3%	8.0%
Senior Leader	97	85.8%	6.8%	7.4%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Non-Supervisor	4,973	74.2%	14.4%	11.4%
Team Leader	626	77.1%	11.7%	11.2%
Supervisor	1,028	81.2%	10.5%	8.3%
Manager	535	85.9%	7.1%	7.0%
Senior Leader	97	94.7%	3.4%	1.9%

General Services Administration Supervisory Status Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Non-Supervisor	4,988	68.8%	15.5%	15.7%
Team Leader	625	73.3%	14.2%	12.5%
Supervisor	1,028	81.3%	10.1%	8.6%
Manager	538	86.6%	7.2%	6.2%
Senior Leader	98	89.2%	4.8%	6.0%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Non-Supervisor	4,982	70.6%	17.4%	11.9%
Team Leader	627	73.0%	13.4%	13.6%
Supervisor	1,032	75.6%	14.7%	9.7%
Manager	538	82.6%	7.8%	9.6%
Senior Leader	97	91.6%	5.4%	3.0%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Non-Supervisor	4,959	94.3%	3.7%	1.0%	0.9%
Team Leader	622	94.1%	3.5%	0.9%	1.5%
Supervisor	1,024	96.2%	2.1%	1.1%	0.6%
Manager	533	96.7%	2.1%	0.7%	0.5%
Senior Leader	96	97.1%	0.8%	2.1%	0.0%

General Services Administration Supervisory Status Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Non-Supervisor	4,991	37.1%	40.6%	6.2%	7.3%
Team Leader	627	37.5%	41.3%	4.6%	6.6%
Supervisor	1,032	26.9%	41.6%	9.8%	14.1%
Manager	538	21.3%	44.4%	13.5%	13.4%
Senior Leader	98	11.0%	30.4%	14.7%	30.6%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Non-Supervisor	4,991	2.0%	0.4%	2.6%	3.8%
Team Leader	627	2.1%	1.1%	2.7%	4.0%
Supervisor	1,032	1.7%	0.6%	1.2%	3.9%
Manager	538	1.1%	0.0%	0.9%	5.4%
Senior Leader	98	0.0%	0.0%	0.0%	13.3%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Non-Supervisor	4,958	68.6%	29.2%	2.1%
Team Leader	621	67.9%	30.3%	1.8%
Supervisor	1,026	67.5%	31.1%	1.4%
Manager	534	63.6%	34.6%	1.7%
Senior Leader	95	30.0%	54.9%	15.1%

General Services Administration Supervisory Status Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Non-Supervisor	4,961	17.9%	71.0%	11.1%
Team Leader	625	18.5%	70.5%	11.1%
Supervisor	1,031	17.1%	73.6%	9.4%
Manager	534	18.4%	74.1%	7.5%
Senior Leader	96	20.7%	77.4%	1.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Non-Supervisor	4,938	11.9%	84.1%	4.0%
Team Leader	624	10.9%	84.5%	4.6%
Supervisor	1,026	11.6%	86.0%	2.4%
Manager	535	12.6%	85.9%	1.5%
Senior Leader	93	5.9%	94.1%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Non-Supervisor	4,958	3.0%	86.2%	10.8%
Team Leader	623	4.2%	86.4%	9.4%
Supervisor	1,032	3.7%	87.3%	9.0%
Manager	533	3.6%	88.6%	7.7%
Senior Leader	95	3.1%	91.7%	5.1%

General Services Administration Supervisory Status Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Non-Supervisor	4,958	2.3%	86.7%	11.0%
Team Leader	627	2.6%	86.1%	11.2%
Supervisor	1,030	3.3%	87.0%	9.8%
Manager	536	3.2%	87.5%	9.2%
Senior Leader	97	3.4%	90.7%	5.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Non-Supervisor	4,529	90.1%	4.9%	5.0%	22
Team Leader	572	88.5%	5.4%	6.1%	1
Supervisor	957	89.8%	4.9%	5.3%	4
Manager	498	91.8%	5.0%	3.2%	1
Senior Leader	84	91.7%	5.0%	3.3%	0

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Non-Supervisor	3,361	97.2%	1.9%	1.0%	19
Team Leader	419	95.0%	3.5%	1.6%	5
Supervisor	681	96.9%	2.4%	0.7%	5
Manager	337	98.8%	0.9%	0.4%	3
Senior Leader	32	100.0%	0.0%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Supervisory Status Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Non-Supervisor	832	85.3%	13.5%	1.2%	77
Team Leader	106	86.5%	10.8%	2.8%	7
Supervisor	159	89.9%	7.9%	2.2%	18
Manager	98	87.9%	11.2%	0.9%	7
Senior Leader	20	78.3%	13.6%	8.2%	1

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Non-Supervisor	531	83.7%	14.8%	1.5%	94
Team Leader	59	75.3%	16.9%	7.7%	10
Supervisor	107	89.4%	8.9%	1.7%	19
Manager	65	85.6%	11.5%	2.9%	7
Senior Leader	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Non-Supervisor	122	77.2%	22.8%	0.0%	59
Team Leader	18	60.4%	33.3%	6.3%	12
Supervisor	30	90.4%	9.6%	0.0%	10
Manager	17	93.8%	6.2%	0.0%	8
Senior Leader	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Supervisory Status Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Non-Supervisor	86	71.9%	27.2%	0.9%	58
Team Leader	10	53.2%	46.8%	0.0%	6
Supervisor	23	84.8%	15.2%	0.0%	11
Manager	15	90.9%	9.1%	0.0%	5
Senior Leader	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

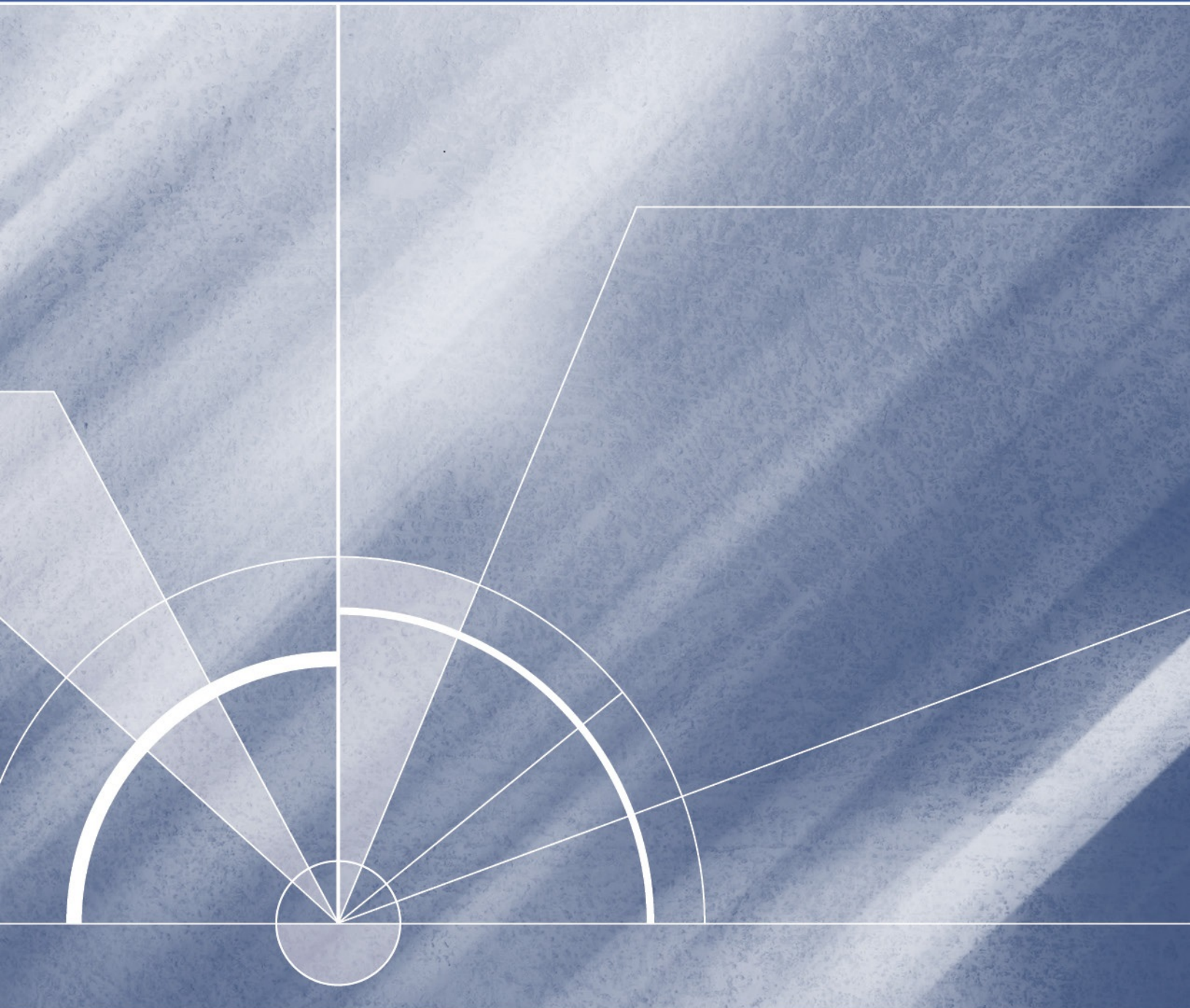
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Turnover
Intentions
Comparison
Report

General Services Administration





General Services Administration Turnover Intentions Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
No	5,386
Yes, to retire	378
Yes, to take another job within the Federal Government	969
Yes, to take another job outside the Federal Government	240
Yes, other	238

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBj)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
No	5,381	83.8%	9.9%	6.2%
Yes, to retire	377	71.5%	16.6%	11.9%
Yes, to take another job within the Federal Government	966	49.2%	18.8%	32.1%
Yes, to take another job outside the Federal Government	240	51.8%	22.3%	25.8%
Yes, other	237	46.7%	21.6%	31.6%

General Services Administration

Turnover Intentions Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
No	5,353	83.2%	10.1%	6.7%
Yes, to retire	373	79.6%	12.3%	8.1%
Yes, to take another job within the Federal Government	965	51.5%	20.6%	27.9%
Yes, to take another job outside the Federal Government	239	48.0%	20.4%	31.6%
Yes, other	236	52.2%	22.1%	25.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
No	5,327	79.5%	12.3%	8.2%
Yes, to retire	373	68.8%	15.8%	15.4%
Yes, to take another job within the Federal Government	960	44.8%	19.0%	36.2%
Yes, to take another job outside the Federal Government	235	43.5%	16.3%	40.2%
Yes, other	234	42.1%	19.9%	38.0%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
No	5,356	84.4%	11.0%	4.6%
Yes, to retire	378	77.4%	13.9%	8.6%
Yes, to take another job within the Federal Government	960	51.2%	20.9%	27.9%
Yes, to take another job outside the Federal Government	239	49.7%	19.0%	31.3%
Yes, other	234	40.7%	31.9%	27.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
No	5,330	88.0%	9.3%	2.7%
Yes, to retire	372	83.6%	12.3%	4.1%
Yes, to take another job within the Federal Government	956	68.3%	17.6%	14.1%
Yes, to take another job outside the Federal Government	236	61.1%	21.9%	17.0%
Yes, other	236	55.0%	26.2%	18.7%

General Services Administration

Turnover Intentions Comparison Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
No	5,321	89.0%	7.3%	3.7%
Yes, to retire	372	85.2%	9.5%	5.3%
Yes, to take another job within the Federal Government	952	63.3%	17.1%	19.5%
Yes, to take another job outside the Federal Government	237	59.9%	18.1%	22.0%
Yes, other	234	61.0%	18.9%	20.2%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
No	5,352	98.1%	1.3%	0.6%
Yes, to retire	373	96.0%	3.3%	0.7%
Yes, to take another job within the Federal Government	965	91.5%	4.7%	3.8%
Yes, to take another job outside the Federal Government	240	88.4%	8.5%	3.1%
Yes, other	234	88.8%	6.3%	4.8%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
No	5,351	94.0%	5.2%	0.7%
Yes, to retire	375	89.7%	9.5%	0.8%
Yes, to take another job within the Federal Government	961	88.2%	9.1%	2.7%
Yes, to take another job outside the Federal Government	239	87.4%	8.9%	3.7%
Yes, other	237	81.2%	13.9%	4.9%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
No	5,360	66.0%	14.2%	19.8%	9
Yes, to retire	376	59.6%	16.8%	23.6%	1
Yes, to take another job within the Federal Government	965	38.3%	16.1%	45.7%	4
Yes, to take another job outside the Federal Government	240	28.8%	20.8%	50.4%	0
Yes, other	238	34.5%	20.0%	45.5%	0

General Services Administration

Turnover Intentions Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
No	5,348	72.2%	13.2%	14.6%	7
Yes, to retire	376	67.3%	13.3%	19.4%	0
Yes, to take another job within the Federal Government	961	42.6%	17.9%	39.5%	5
Yes, to take another job outside the Federal Government	238	49.2%	15.6%	35.2%	1
Yes, other	237	43.5%	19.9%	36.7%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
No	5,282	77.2%	13.0%	9.8%	9
Yes, to retire	367	67.7%	15.7%	16.6%	1
Yes, to take another job within the Federal Government	948	36.8%	19.6%	43.5%	7
Yes, to take another job outside the Federal Government	234	38.0%	15.4%	46.6%	2
Yes, other	230	33.4%	22.3%	44.2%	3

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
No	5,338	91.1%	6.5%	2.4%	12
Yes, to retire	376	85.2%	11.1%	3.7%	1
Yes, to take another job within the Federal Government	953	75.3%	12.7%	12.0%	7
Yes, to take another job outside the Federal Government	238	72.5%	13.2%	14.3%	1
Yes, other	236	67.6%	16.0%	16.4%	2

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
No	5,311	93.3%	5.2%	1.5%	4
Yes, to retire	374	90.4%	7.0%	2.6%	0
Yes, to take another job within the Federal Government	956	81.3%	11.8%	6.8%	3
Yes, to take another job outside the Federal Government	234	74.5%	15.5%	10.0%	1
Yes, other	233	71.0%	18.6%	10.4%	3

General Services Administration

Turnover Intentions Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
No	5,332	78.1%	10.6%	11.3%	23
Yes, to retire	374	71.2%	15.0%	13.7%	2
Yes, to take another job within the Federal Government	957	59.7%	12.5%	27.9%	6
Yes, to take another job outside the Federal Government	239	58.7%	18.5%	22.8%	1
Yes, other	233	58.6%	18.2%	23.2%	4

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
No	5,267	82.2%	11.2%	6.6%	92
Yes, to retire	375	70.0%	16.0%	14.0%	3
Yes, to take another job within the Federal Government	935	53.6%	18.4%	28.0%	31
Yes, to take another job outside the Federal Government	236	54.1%	20.4%	25.5%	3
Yes, other	232	54.6%	19.6%	25.8%	6

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
No	5,329	92.4%	6.1%	1.5%	11
Yes, to retire	374	89.0%	8.9%	2.1%	0
Yes, to take another job within the Federal Government	954	79.5%	13.4%	7.1%	8
Yes, to take another job outside the Federal Government	239	73.5%	17.2%	9.3%	0
Yes, other	234	74.2%	17.6%	8.2%	2

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
No	5,175	80.7%	12.9%	6.3%	177
Yes, to retire	364	69.0%	18.2%	12.8%	11
Yes, to take another job within the Federal Government	925	48.1%	20.7%	31.2%	42
Yes, to take another job outside the Federal Government	229	58.4%	15.2%	26.4%	11
Yes, other	222	47.9%	17.6%	34.5%	16

General Services Administration

Turnover Intentions Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
No	5,325	75.3%	15.5%	9.2%	16
Yes, to retire	374	69.8%	19.8%	10.4%	2
Yes, to take another job within the Federal Government	959	46.3%	20.7%	33.0%	8
Yes, to take another job outside the Federal Government	238	47.7%	20.7%	31.7%	1
Yes, other	232	41.1%	25.8%	33.1%	5

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
No	5,240	80.1%	12.0%	7.9%	141
Yes, to retire	370	72.9%	15.2%	11.9%	8
Yes, to take another job within the Federal Government	941	57.3%	12.0%	30.7%	26
Yes, to take another job outside the Federal Government	235	50.4%	17.7%	31.9%	5
Yes, other	227	50.8%	19.5%	29.8%	11

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
No	5,374	88.5%	7.3%	4.2%
Yes, to retire	377	83.4%	12.1%	4.5%
Yes, to take another job within the Federal Government	968	68.7%	15.1%	16.2%
Yes, to take another job outside the Federal Government	240	70.1%	12.7%	17.2%
Yes, other	238	60.0%	18.8%	21.2%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
No	5,191	57.3%	23.4%	19.3%	186
Yes, to retire	363	45.9%	29.3%	24.8%	14
Yes, to take another job within the Federal Government	938	29.2%	22.8%	48.0%	30
Yes, to take another job outside the Federal Government	234	31.7%	23.4%	44.8%	6
Yes, other	226	25.7%	28.4%	45.9%	12

General Services Administration

Turnover Intentions Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
No	4,988	54.9%	28.1%	17.0%	373
Yes, to retire	352	45.5%	28.3%	26.2%	24
Yes, to take another job within the Federal Government	902	19.2%	24.8%	56.1%	62
Yes, to take another job outside the Federal Government	228	30.4%	22.4%	47.2%	12
Yes, other	217	23.3%	27.6%	49.0%	17

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
No	4,706	49.7%	29.9%	20.4%	651
Yes, to retire	338	43.4%	32.7%	23.9%	37
Yes, to take another job within the Federal Government	876	22.8%	27.8%	49.4%	89
Yes, to take another job outside the Federal Government	212	25.5%	22.8%	51.7%	28
Yes, other	207	24.6%	31.8%	43.7%	28

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
No	5,039	56.7%	26.7%	16.6%	331
Yes, to retire	359	48.7%	32.7%	18.6%	14
Yes, to take another job within the Federal Government	917	20.8%	26.0%	53.2%	50
Yes, to take another job outside the Federal Government	231	24.9%	25.6%	49.4%	9
Yes, other	224	21.8%	30.3%	47.9%	14

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
No	4,960	60.9%	24.8%	14.2%	397
Yes, to retire	352	50.9%	30.2%	18.9%	21
Yes, to take another job within the Federal Government	898	26.2%	24.5%	49.2%	68
Yes, to take another job outside the Federal Government	221	31.4%	27.0%	41.5%	17
Yes, other	214	27.7%	29.4%	43.0%	22

General Services Administration Turnover Intentions Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
No	5,344	88.1%	7.2%	4.7%	18
Yes, to retire	372	84.6%	11.8%	3.7%	2
Yes, to take another job within the Federal Government	962	70.3%	13.9%	15.8%	2
Yes, to take another job outside the Federal Government	239	73.9%	13.7%	12.4%	0
Yes, other	232	67.9%	16.1%	16.0%	3

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
No	5,182	74.2%	19.7%	6.1%	187
Yes, to retire	366	63.4%	27.4%	9.2%	11
Yes, to take another job within the Federal Government	925	48.5%	27.2%	24.3%	40
Yes, to take another job outside the Federal Government	231	48.4%	26.0%	25.6%	9
Yes, other	229	43.7%	33.1%	23.2%	9

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
No	5,384	93.7%	5.7%	0.6%
Yes, to retire	378	89.3%	9.3%	1.4%
Yes, to take another job within the Federal Government	968	75.6%	20.0%	4.5%
Yes, to take another job outside the Federal Government	240	75.2%	19.7%	5.1%
Yes, other	238	72.9%	19.8%	7.3%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
No	5,301	82.7%	11.6%	5.6%	65
Yes, to retire	368	73.7%	16.0%	10.3%	7
Yes, to take another job within the Federal Government	959	58.6%	20.0%	21.4%	8
Yes, to take another job outside the Federal Government	235	53.7%	19.8%	26.5%	5
Yes, other	229	52.0%	24.4%	23.6%	7

General Services Administration

Turnover Intentions Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
No	5,258	66.8%	20.8%	12.4%	112
Yes, to retire	369	61.1%	21.2%	17.7%	8
Yes, to take another job within the Federal Government	946	31.7%	22.1%	46.2%	19
Yes, to take another job outside the Federal Government	232	31.9%	25.0%	43.2%	7
Yes, other	231	28.7%	25.8%	45.5%	7

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
No	5,265	70.3%	19.4%	10.3%	95
Yes, to retire	366	62.0%	21.5%	16.5%	9
Yes, to take another job within the Federal Government	952	34.3%	25.7%	39.9%	14
Yes, to take another job outside the Federal Government	235	40.6%	24.8%	34.6%	5
Yes, other	234	37.3%	25.3%	37.4%	3

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
No	5,190	62.8%	23.7%	13.5%	155
Yes, to retire	360	53.1%	27.4%	19.4%	12
Yes, to take another job within the Federal Government	935	26.6%	28.5%	44.9%	27
Yes, to take another job outside the Federal Government	231	30.5%	20.2%	49.3%	7
Yes, other	229	23.0%	32.1%	44.9%	6

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
No	4,925	36.9%	33.0%	30.1%	403
Yes, to retire	352	29.7%	33.4%	36.9%	19
Yes, to take another job within the Federal Government	894	12.9%	26.8%	60.3%	64
Yes, to take another job outside the Federal Government	212	13.4%	22.6%	64.0%	26
Yes, other	216	10.3%	26.9%	62.8%	20

General Services Administration

Turnover Intentions Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
No	4,938	70.9%	22.5%	6.6%	413
Yes, to retire	358	62.5%	26.3%	11.2%	19
Yes, to take another job within the Federal Government	880	46.7%	27.2%	26.1%	83
Yes, to take another job outside the Federal Government	213	53.2%	23.5%	23.3%	26
Yes, other	207	38.0%	34.1%	27.9%	30

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
No	5,259	88.2%	9.0%	2.8%	95
Yes, to retire	371	80.6%	15.3%	4.1%	4
Yes, to take another job within the Federal Government	931	72.8%	14.9%	12.3%	33
Yes, to take another job outside the Federal Government	230	77.4%	14.5%	8.1%	8
Yes, other	229	67.6%	20.0%	12.4%	8

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
No	5,289	86.8%	9.5%	3.7%	61
Yes, to retire	367	82.8%	13.3%	3.9%	3
Yes, to take another job within the Federal Government	945	67.9%	17.7%	14.3%	17
Yes, to take another job outside the Federal Government	238	69.1%	16.7%	14.2%	1
Yes, other	230	63.9%	21.4%	14.7%	6

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
No	5,018	73.9%	18.2%	7.9%	329
Yes, to retire	356	62.9%	24.6%	12.5%	19
Yes, to take another job within the Federal Government	894	39.2%	24.9%	35.9%	70
Yes, to take another job outside the Federal Government	223	46.2%	21.4%	32.4%	14
Yes, other	221	40.2%	22.7%	37.1%	17

General Services Administration

Turnover Intentions Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
No	4,960	82.5%	13.7%	3.8%	379
Yes, to retire	351	72.2%	18.7%	9.0%	22
Yes, to take another job within the Federal Government	853	51.5%	25.5%	23.0%	107
Yes, to take another job outside the Federal Government	217	64.6%	17.0%	18.4%	21
Yes, other	208	53.2%	21.6%	25.2%	27

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
No	5,321	89.3%	8.6%	2.0%	44
Yes, to retire	367	80.0%	15.6%	4.4%	9
Yes, to take another job within the Federal Government	941	64.3%	24.3%	11.4%	27
Yes, to take another job outside the Federal Government	234	65.0%	19.5%	15.5%	6
Yes, other	229	58.1%	24.2%	17.8%	9

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
No	5,358	87.4%	9.9%	2.6%
Yes, to retire	377	73.4%	20.1%	6.4%
Yes, to take another job within the Federal Government	965	47.5%	27.3%	25.2%
Yes, to take another job outside the Federal Government	240	45.4%	28.8%	25.8%
Yes, other	236	44.2%	32.7%	23.1%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
No	5,162	64.6%	22.1%	13.3%	220
Yes, to retire	365	53.4%	27.7%	19.0%	12
Yes, to take another job within the Federal Government	922	32.6%	22.7%	44.7%	47
Yes, to take another job outside the Federal Government	225	30.8%	27.4%	41.8%	15
Yes, other	219	29.4%	23.3%	47.3%	19

General Services Administration

Turnover Intentions Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
No	5,368	93.8%	4.1%	2.1%	8
Yes, to retire	374	87.3%	8.2%	4.4%	2
Yes, to take another job within the Federal Government	961	74.1%	10.7%	15.2%	5
Yes, to take another job outside the Federal Government	239	78.8%	12.3%	8.9%	1
Yes, other	234	69.8%	10.4%	19.8%	1

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
No	5,350	86.1%	9.5%	4.4%	15
Yes, to retire	376	78.4%	12.6%	9.0%	0
Yes, to take another job within the Federal Government	963	57.4%	16.8%	25.8%	2
Yes, to take another job outside the Federal Government	240	65.7%	13.4%	20.9%	0
Yes, other	234	56.0%	17.0%	27.0%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
No	5,308	84.6%	10.0%	5.4%	42
Yes, to retire	372	76.7%	10.7%	12.6%	0
Yes, to take another job within the Federal Government	939	51.3%	18.9%	29.8%	17
Yes, to take another job outside the Federal Government	231	60.2%	12.3%	27.5%	7
Yes, other	234	49.9%	20.9%	29.2%	2

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
No	5,069	86.4%	11.6%	2.0%	295
Yes, to retire	350	77.4%	16.4%	6.2%	25
Yes, to take another job within the Federal Government	886	62.5%	22.4%	15.0%	79
Yes, to take another job outside the Federal Government	211	69.6%	17.0%	13.3%	29
Yes, other	208	55.6%	25.9%	18.5%	27

General Services Administration

Turnover Intentions Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
No	5,335	84.2%	10.5%	5.4%	27
Yes, to retire	371	73.7%	15.5%	10.8%	0
Yes, to take another job within the Federal Government	953	52.0%	20.6%	27.3%	8
Yes, to take another job outside the Federal Government	237	53.5%	21.6%	24.9%	1
Yes, other	234	51.2%	21.2%	27.6%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
No	5,318	87.9%	8.5%	3.6%	36
Yes, to retire	370	80.1%	13.1%	6.8%	4
Yes, to take another job within the Federal Government	955	56.8%	19.2%	23.9%	12
Yes, to take another job outside the Federal Government	237	67.0%	16.1%	16.8%	2
Yes, other	228	55.2%	20.8%	24.0%	7

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
No	5,381	91.1%	6.1%	2.9%
Yes, to retire	375	82.7%	8.8%	8.5%
Yes, to take another job within the Federal Government	964	66.7%	15.4%	17.9%
Yes, to take another job outside the Federal Government	240	76.0%	10.4%	13.6%
Yes, other	238	62.2%	16.0%	21.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
No	5,362	93.5%	4.5%	2.0%
Yes, to retire	376	86.9%	6.4%	6.7%
Yes, to take another job within the Federal Government	965	71.7%	13.2%	15.0%
Yes, to take another job outside the Federal Government	238	81.2%	7.3%	11.5%
Yes, other	236	68.7%	12.2%	19.1%

General Services Administration Turnover Intentions Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
No	5,359	92.0%	4.9%	3.0%
Yes, to retire	375	85.4%	8.6%	6.0%
Yes, to take another job within the Federal Government	967	74.7%	11.1%	14.2%
Yes, to take another job outside the Federal Government	238	78.8%	6.3%	14.9%
Yes, other	238	69.4%	14.5%	16.1%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
No	5,363	86.9%	8.2%	4.9%
Yes, to retire	374	78.3%	10.1%	11.7%
Yes, to take another job within the Federal Government	966	54.1%	19.1%	26.8%
Yes, to take another job outside the Federal Government	240	66.5%	14.8%	18.8%
Yes, other	236	54.5%	15.6%	29.8%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
No	5,377	88.8%	8.5%	2.7%
Yes, to retire	376	82.9%	9.3%	7.9%
Yes, to take another job within the Federal Government	964	58.2%	21.5%	20.3%
Yes, to take another job outside the Federal Government	240	65.8%	21.0%	13.3%
Yes, other	238	60.8%	17.3%	21.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
No	5,284	64.6%	20.6%	14.8%	96
Yes, to retire	368	55.9%	22.9%	21.2%	8
Yes, to take another job within the Federal Government	948	29.7%	22.4%	47.9%	18
Yes, to take another job outside the Federal Government	238	30.6%	20.8%	48.6%	2
Yes, other	230	24.0%	26.5%	49.5%	8

General Services Administration

Turnover Intentions Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
No	5,119	73.8%	18.1%	8.1%	248
Yes, to retire	353	64.6%	20.1%	15.3%	24
Yes, to take another job within the Federal Government	905	39.7%	28.5%	31.8%	61
Yes, to take another job outside the Federal Government	220	40.6%	28.5%	30.9%	19
Yes, other	221	33.6%	30.8%	35.6%	17

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
No	5,134	83.3%	12.6%	4.0%	195
Yes, to retire	364	76.7%	15.9%	7.3%	11
Yes, to take another job within the Federal Government	916	53.1%	23.7%	23.2%	46
Yes, to take another job outside the Federal Government	215	60.7%	20.1%	19.2%	22
Yes, other	219	49.0%	21.0%	29.9%	16

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
No	5,320	81.9%	11.5%	6.6%	38
Yes, to retire	370	73.6%	16.9%	9.5%	3
Yes, to take another job within the Federal Government	950	52.2%	20.9%	26.9%	13
Yes, to take another job outside the Federal Government	234	54.3%	20.0%	25.7%	4
Yes, other	233	46.1%	25.7%	28.2%	4

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
No	5,170	82.7%	12.7%	4.5%	158
Yes, to retire	362	75.3%	17.4%	7.3%	14
Yes, to take another job within the Federal Government	920	55.7%	21.8%	22.5%	47
Yes, to take another job outside the Federal Government	227	59.7%	18.3%	22.0%	12
Yes, other	219	49.4%	27.9%	22.8%	18

General Services Administration

Turnover Intentions Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
No	5,257	77.0%	13.9%	9.1%	91
Yes, to retire	367	69.8%	18.2%	12.0%	6
Yes, to take another job within the Federal Government	936	46.6%	21.6%	31.8%	25
Yes, to take another job outside the Federal Government	233	50.0%	17.4%	32.5%	5
Yes, other	230	41.6%	23.1%	35.3%	7

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
No	5,255	78.8%	13.4%	7.9%	104
Yes, to retire	368	69.4%	18.9%	11.7%	5
Yes, to take another job within the Federal Government	936	49.0%	21.6%	29.4%	29
Yes, to take another job outside the Federal Government	234	50.1%	18.2%	31.8%	6
Yes, other	231	45.5%	21.4%	33.1%	7

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
No	5,196	80.6%	14.5%	4.9%	178
Yes, to retire	365	69.9%	19.6%	10.5%	13
Yes, to take another job within the Federal Government	913	45.0%	26.7%	28.3%	50
Yes, to take another job outside the Federal Government	231	46.3%	25.9%	27.8%	8
Yes, other	223	43.6%	26.5%	29.9%	15

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
No	5,315	73.5%	17.7%	8.8%	61
Yes, to retire	371	61.7%	22.9%	15.4%	4
Yes, to take another job within the Federal Government	957	40.0%	26.5%	33.5%	11
Yes, to take another job outside the Federal Government	236	38.9%	28.3%	32.8%	4
Yes, other	233	34.0%	27.0%	39.0%	5

General Services Administration

Turnover Intentions Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
No	5,138	81.7%	13.7%	4.6%	236
Yes, to retire	364	70.2%	21.5%	8.3%	13
Yes, to take another job within the Federal Government	913	52.2%	23.8%	24.0%	56
Yes, to take another job outside the Federal Government	224	56.7%	23.7%	19.6%	16
Yes, other	215	50.0%	21.8%	28.3%	23

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
No	5,374	73.5%	16.9%	9.6%
Yes, to retire	375	63.7%	22.8%	13.5%
Yes, to take another job within the Federal Government	968	33.5%	23.4%	43.1%
Yes, to take another job outside the Federal Government	239	38.5%	22.3%	39.2%
Yes, other	236	31.6%	25.7%	42.7%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
No	5,369	74.5%	16.7%	8.8%
Yes, to retire	377	64.4%	25.0%	10.6%
Yes, to take another job within the Federal Government	963	37.9%	25.5%	36.5%
Yes, to take another job outside the Federal Government	240	46.9%	23.7%	29.5%
Yes, other	237	35.7%	27.3%	36.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
No	5,358	72.2%	18.1%	9.7%
Yes, to retire	375	58.6%	24.8%	16.6%
Yes, to take another job within the Federal Government	965	32.0%	27.1%	41.0%
Yes, to take another job outside the Federal Government	239	32.8%	26.7%	40.6%
Yes, other	238	36.5%	23.1%	40.4%

General Services Administration Turnover Intentions Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
No	5,356	65.0%	23.5%	11.5%
Yes, to retire	373	54.0%	29.7%	16.4%
Yes, to take another job within the Federal Government	962	28.9%	30.5%	40.6%
Yes, to take another job outside the Federal Government	240	27.4%	29.9%	42.7%
Yes, other	234	26.7%	32.1%	41.1%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
No	5,364	56.7%	25.9%	17.4%
Yes, to retire	375	43.9%	30.7%	25.4%
Yes, to take another job within the Federal Government	961	16.9%	21.4%	61.6%
Yes, to take another job outside the Federal Government	238	17.0%	27.1%	55.9%
Yes, other	237	16.8%	31.4%	51.8%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
No	5,353	73.5%	16.8%	9.7%
Yes, to retire	374	68.9%	21.2%	9.9%
Yes, to take another job within the Federal Government	966	41.0%	23.8%	35.3%
Yes, to take another job outside the Federal Government	239	40.6%	21.4%	38.1%
Yes, other	237	39.1%	29.8%	31.0%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
No	5,352	86.9%	9.5%	3.6%
Yes, to retire	376	73.0%	16.7%	10.3%
Yes, to take another job within the Federal Government	964	41.6%	23.7%	34.6%
Yes, to take another job outside the Federal Government	240	39.7%	23.0%	37.3%
Yes, other	238	35.7%	27.4%	36.9%

General Services Administration

Turnover Intentions Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
No	5,368	78.9%	11.7%	9.5%
Yes, to retire	375	76.3%	15.4%	8.3%
Yes, to take another job within the Federal Government	966	49.5%	22.6%	27.9%
Yes, to take another job outside the Federal Government	240	44.0%	17.6%	38.5%
Yes, other	237	46.5%	23.0%	30.4%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
No	5,366	83.1%	12.2%	4.7%
Yes, to retire	377	68.5%	18.8%	12.7%
Yes, to take another job within the Federal Government	966	37.5%	27.9%	34.6%
Yes, to take another job outside the Federal Government	240	36.7%	27.3%	36.0%
Yes, other	238	34.1%	27.8%	38.1%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
No	5,338	95.1%	3.2%	1.0%	0.7%
Yes, to retire	374	93.1%	5.0%	0.5%	1.4%
Yes, to take another job within the Federal Government	959	93.5%	4.2%	1.1%	1.3%
Yes, to take another job outside the Federal Government	239	93.7%	2.8%	1.5%	2.0%
Yes, other	233	91.8%	2.7%	3.3%	2.2%

General Services Administration Turnover Intentions Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	Telework	
				No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
No	5,377	35.9%	39.9%	7.2%	8.9%
Yes, to retire	375	39.5%	27.1%	6.8%	10.0%
Yes, to take another job within the Federal Government	967	27.1%	48.3%	6.8%	8.8%
Yes, to take another job outside the Federal Government	239	25.6%	49.1%	7.2%	8.8%
Yes, other	238	32.6%	42.3%	7.0%	7.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
No	5,377	1.8%	0.3%	1.9%	4.1%
Yes, to retire	375	3.8%	2.0%	2.3%	8.5%
Yes, to take another job within the Federal Government	967	1.7%	0.5%	3.9%	2.7%
Yes, to take another job outside the Federal Government	239	0.8%	0.4%	3.3%	4.6%
Yes, other	238	3.1%	0.4%	4.4%	3.2%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
No	5,338	67.3%	30.8%	1.8%
Yes, to retire	376	67.4%	29.3%	3.4%
Yes, to take another job within the Federal Government	963	70.3%	27.4%	2.2%
Yes, to take another job outside the Federal Government	234	65.0%	32.2%	2.8%
Yes, other	236	68.7%	26.7%	4.6%

General Services Administration Turnover Intentions Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
No	5,345	18.6%	71.7%	9.7%
Yes, to retire	374	18.1%	75.1%	6.8%
Yes, to take another job within the Federal Government	967	16.3%	70.0%	13.7%
Yes, to take another job outside the Federal Government	239	14.8%	70.3%	14.9%
Yes, other	236	12.9%	71.2%	15.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
No	5,323	11.3%	85.4%	3.3%
Yes, to retire	373	14.4%	82.2%	3.4%
Yes, to take another job within the Federal Government	962	13.5%	81.5%	5.0%
Yes, to take another job outside the Federal Government	237	10.3%	84.3%	5.3%
Yes, other	235	13.7%	82.2%	4.1%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
No	5,344	3.3%	86.9%	9.8%
Yes, to retire	372	2.3%	91.1%	6.6%
Yes, to take another job within the Federal Government	960	3.7%	84.1%	12.2%
Yes, to take another job outside the Federal Government	238	3.0%	86.4%	10.6%
Yes, other	237	2.2%	83.6%	14.1%

General Services Administration

Turnover Intentions Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
No	5,346	2.5%	87.4%	10.1%
Yes, to retire	375	2.1%	88.7%	9.1%
Yes, to take another job within the Federal Government	966	2.9%	84.2%	13.0%
Yes, to take another job outside the Federal Government	239	2.3%	86.4%	11.4%
Yes, other	234	1.7%	84.9%	13.3%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
No	4,931	93.0%	4.1%	3.0%	21
Yes, to retire	315	93.0%	4.6%	2.4%	3
Yes, to take another job within the Federal Government	881	78.4%	7.5%	14.2%	1
Yes, to take another job outside the Federal Government	218	84.3%	8.2%	7.5%	0
Yes, other	209	78.6%	9.9%	11.5%	2

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
No	3,546	98.4%	1.1%	0.5%	27
Yes, to retire	247	96.5%	3.0%	0.5%	0
Yes, to take another job within the Federal Government	667	93.9%	3.7%	2.5%	5
Yes, to take another job outside the Federal Government	157	91.5%	6.2%	2.3%	0
Yes, other	157	87.9%	8.6%	3.5%	2

*The results for this item only include employees who indicated that they participated in this program.

General Services Administration Turnover Intentions Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
No	934	87.4%	11.6%	1.0%	86
Yes, to retire	65	85.4%	14.6%	0.0%	5
Yes, to take another job within the Federal Government	144	80.9%	14.7%	4.4%	9
Yes, to take another job outside the Federal Government	31	80.7%	12.3%	6.9%	4
Yes, other	28	72.3%	23.6%	4.1%	2

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
No	560	86.4%	12.2%	1.4%	90
Yes, to retire	47	76.4%	21.6%	2.0%	8
Yes, to take another job within the Federal Government	108	82.0%	15.6%	2.5%	24
Yes, to take another job outside the Federal Government	20	63.1%	26.9%	10.0%	5
Yes, other	30	74.7%	15.8%	9.5%	4

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
No	141	77.3%	22.7%	0.0%	71
Yes, to retire	<10	--	--	--	--
Yes, to take another job within the Federal Government	30	85.7%	14.3%	0.0%	12
Yes, to take another job outside the Federal Government	<10	--	--	--	--
Yes, other	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration

Turnover Intentions Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
No	101	78.5%	21.5%	0.0%	64
Yes, to retire	<10	--	--	--	--
Yes, to take another job within the Federal Government	22	62.7%	37.3%	0.0%	7
Yes, to take another job outside the Federal Government	<10	--	--	--	--
Yes, other	<10	--	--	--	--

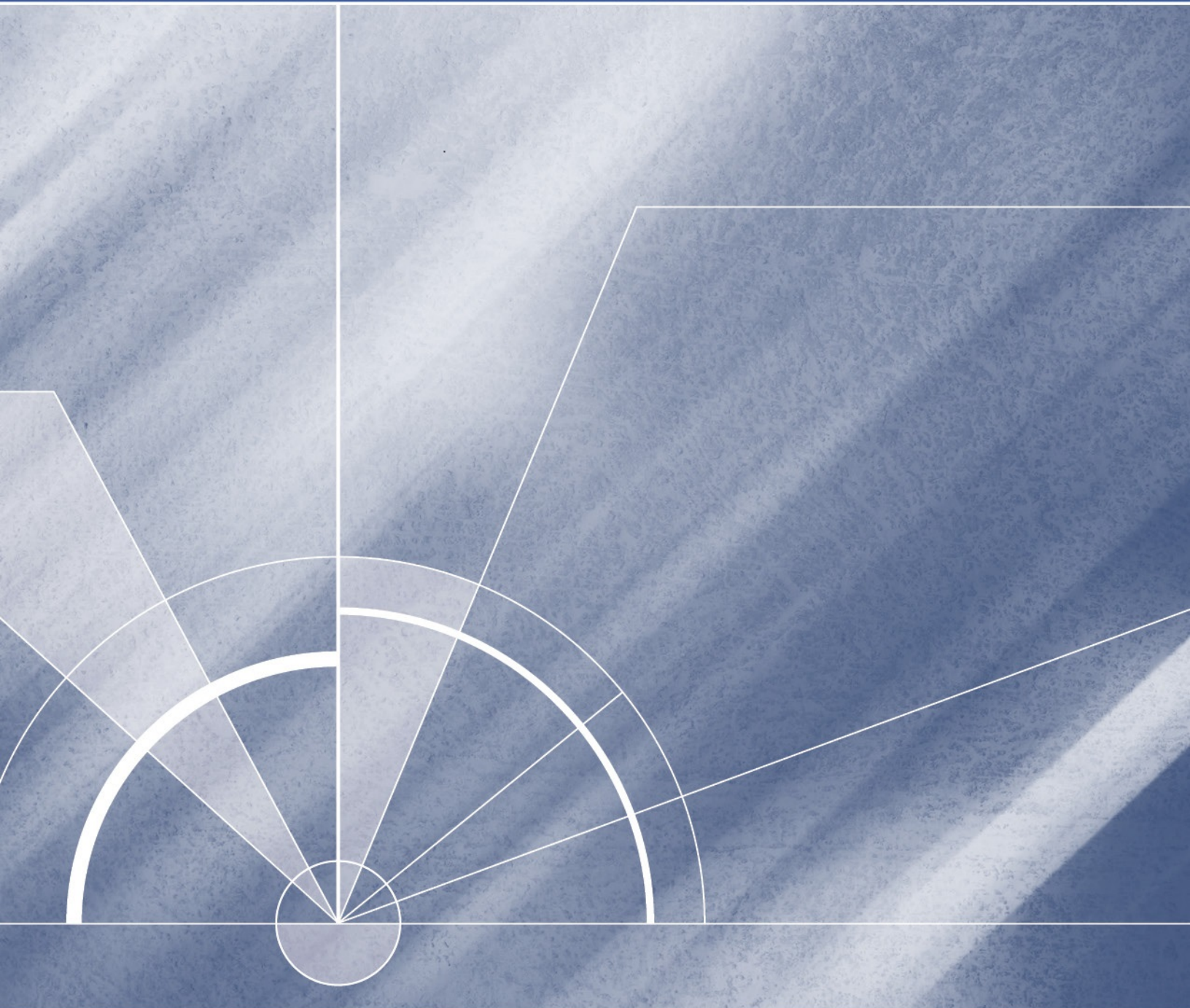
**The results for this item only include employees who indicated that they participated in this program.*

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Work
Location
Comparison
Report

General Services Administration





General Services Administration Work Location Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
General Services Administration	7,532
Headquarters	3,425
Field	3,872

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
Headquarters	3,421	77.9%	10.8%	11.3%
Field	3,866	73.9%	13.9%	12.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
Headquarters	3,403	77.5%	11.5%	11.0%
Field	3,850	75.2%	13.4%	11.4%

General Services Administration

Work Location Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
Headquarters	3,389	74.3%	12.5%	13.2%
Field	3,827	68.7%	15.4%	16.0%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
Headquarters	3,403	77.2%	13.2%	9.5%
Field	3,850	76.1%	13.9%	10.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
Headquarters	3,390	81.9%	12.3%	5.8%
Field	3,824	83.9%	11.2%	5.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
Headquarters	3,375	83.0%	9.5%	7.4%
Field	3,825	83.2%	9.8%	7.0%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
Headquarters	3,405	96.8%	2.0%	1.2%
Field	3,847	96.1%	2.5%	1.4%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
Headquarters	3,401	92.3%	6.6%	1.1%
Field	3,848	92.1%	6.5%	1.4%

General Services Administration Work Location Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
Headquarters	3,413	60.5%	14.1%	25.4%	6
Field	3,852	57.9%	15.9%	26.1%	8

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
Headquarters	3,403	66.7%	14.0%	19.3%	7
Field	3,844	65.2%	14.5%	20.3%	7

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
Headquarters	3,354	68.0%	13.7%	18.3%	11
Field	3,790	68.0%	15.5%	16.5%	12

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
Headquarters	3,391	87.9%	7.1%	4.9%	12
Field	3,838	86.3%	9.2%	4.5%	11

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
Headquarters	3,373	90.0%	6.7%	3.2%	6
Field	3,820	90.0%	7.3%	2.7%	5

General Services Administration Work Location Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
Headquarters	3,385	70.3%	12.5%	17.2%	18
Field	3,837	76.6%	10.9%	12.5%	18

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
Headquarters	3,337	75.8%	13.3%	10.9%	73
Field	3,794	75.3%	13.0%	11.8%	62

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
Headquarters	3,389	89.7%	7.7%	2.6%	8
Field	3,828	88.7%	8.3%	3.0%	13

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
Headquarters	3,257	74.3%	14.7%	11.0%	149
Field	3,733	72.9%	14.6%	12.6%	117

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
Headquarters	3,392	69.7%	16.4%	13.9%	11
Field	3,822	67.8%	17.7%	14.5%	21

General Services Administration Work Location Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
Headquarters	3,319	73.0%	13.1%	13.8%	102
Field	3,778	75.7%	12.2%	12.1%	90

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
Headquarters	3,419	84.3%	8.9%	6.8%
Field	3,864	83.3%	9.6%	7.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
Headquarters	3,292	51.4%	23.1%	25.5%	127
Field	3,739	50.3%	24.4%	25.3%	127

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
Headquarters	3,162	49.1%	27.0%	23.9%	247
Field	3,598	45.7%	28.0%	26.3%	254

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
Headquarters	2,956	43.2%	30.7%	26.1%	452
Field	3,451	44.4%	28.6%	26.9%	398

General Services Administration Work Location Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
Headquarters	3,208	48.5%	27.7%	23.8%	211
Field	3,643	49.1%	26.6%	24.4%	214

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
Headquarters	3,152	55.3%	24.3%	20.4%	259
Field	3,562	51.5%	26.3%	22.2%	281

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
Headquarters	3,391	83.9%	9.0%	7.2%	14
Field	3,847	84.5%	8.9%	6.6%	9

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
Headquarters	3,281	68.6%	21.2%	10.1%	132
Field	3,736	67.3%	22.8%	9.9%	127

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
Headquarters	3,423	90.2%	8.2%	1.6%
Field	3,871	89.0%	9.4%	1.6%

General Services Administration

Work Location Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
Headquarters	3,361	77.7%	13.2%	9.1%	51
Field	3,816	76.0%	14.3%	9.6%	42

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
Headquarters	3,328	60.7%	21.2%	18.1%	84
Field	3,794	57.5%	21.6%	21.0%	70

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
Headquarters	3,345	64.7%	19.9%	15.4%	61
Field	3,789	60.6%	21.8%	17.6%	67

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
Headquarters	3,305	58.2%	22.7%	19.0%	96
Field	3,720	51.3%	26.7%	22.0%	116

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
Headquarters	3,095	33.0%	32.0%	35.1%	289
Field	3,581	29.8%	31.5%	38.7%	250

General Services Administration Work Location Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
Headquarters	3,143	66.8%	22.3%	10.9%	268
Field	3,535	63.7%	25.3%	11.0%	308

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
Headquarters	3,329	83.9%	11.3%	4.8%	77
Field	3,772	84.8%	10.5%	4.6%	76

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
Headquarters	3,357	82.3%	11.6%	6.0%	46
Field	3,798	82.6%	11.6%	5.9%	43

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
Headquarters	3,164	66.5%	19.3%	14.2%	240
Field	3,629	66.1%	20.4%	13.5%	215

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
Headquarters	3,112	76.8%	15.5%	7.6%	281
Field	3,549	75.3%	16.6%	8.1%	291

General Services Administration Work Location Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
Headquarters	3,375	85.4%	10.7%	3.9%	40
Field	3,800	81.7%	13.2%	5.0%	58

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
Headquarters	3,411	79.3%	13.4%	7.3%
Field	3,852	76.9%	15.3%	7.8%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
Headquarters	3,265	59.2%	22.4%	18.4%	155
Field	3,706	54.9%	23.2%	21.9%	165

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
Headquarters	3,406	89.8%	5.7%	4.5%	9
Field	3,855	89.1%	5.7%	5.2%	9

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
Headquarters	3,404	80.7%	9.8%	9.5%	11
Field	3,844	79.1%	12.4%	8.5%	9

General Services Administration Work Location Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
Headquarters	3,361	77.8%	11.5%	10.7%	33
Field	3,809	77.0%	12.4%	10.6%	35

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
Headquarters	3,181	81.9%	13.4%	4.7%	232
Field	3,624	80.1%	14.9%	5.1%	229

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
Headquarters	3,388	77.1%	12.4%	10.4%	17
Field	3,831	76.6%	13.4%	10.0%	19

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
Headquarters	3,379	82.4%	10.2%	7.4%	30
Field	3,817	80.1%	11.7%	8.2%	31

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
Headquarters	3,418	86.2%	7.4%	6.4%
Field	3,866	84.9%	8.8%	6.3%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
Headquarters	3,409	89.0%	5.7%	5.3%
Field	3,856	88.5%	6.8%	4.7%

General Services Administration Work Location Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
Headquarters	3,411	88.5%	5.9%	5.6%
Field	3,851	87.7%	6.7%	5.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
Headquarters	3,409	79.6%	10.1%	10.3%
Field	3,858	80.1%	10.7%	9.2%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
Headquarters	3,419	82.2%	11.5%	6.3%
Field	3,861	82.5%	11.0%	6.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
Headquarters	3,370	57.9%	20.5%	21.6%	50
Field	3,783	55.2%	21.8%	22.9%	83

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
Headquarters	3,253	67.8%	19.8%	12.5%	160
Field	3,644	64.3%	21.1%	14.6%	216

General Services Administration Work Location Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
Headquarters	3,256	77.9%	14.0%	8.1%	138
Field	3,669	75.7%	15.8%	8.5%	161

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
Headquarters	3,376	75.9%	13.7%	10.4%	33
Field	3,812	74.3%	14.2%	11.6%	33

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
Headquarters	3,276	78.3%	14.2%	7.6%	120
Field	3,705	75.0%	15.7%	9.2%	132

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
Headquarters	3,330	72.0%	14.7%	13.3%	63
Field	3,777	68.7%	16.6%	14.6%	73

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
Headquarters	3,338	74.2%	14.0%	11.8%	71
Field	3,769	69.9%	16.6%	13.6%	83

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
Headquarters	3,300	74.4%	16.8%	8.8%	119
Field	3,713	70.9%	17.9%	11.2%	146

General Services Administration Work Location Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
Headquarters	3,376	67.4%	19.1%	13.4%	40
Field	3,822	63.5%	21.0%	15.5%	44

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
Headquarters	3,272	77.8%	14.3%	8.0%	147
Field	3,661	72.5%	18.0%	9.5%	203

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
Headquarters	3,419	66.5%	17.2%	16.3%
Field	3,859	62.9%	19.8%	17.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
Headquarters	3,412	67.7%	18.1%	14.2%
Field	3,860	65.4%	19.9%	14.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
Headquarters	3,408	64.8%	18.8%	16.4%
Field	3,853	61.4%	21.8%	16.9%

General Services Administration Work Location Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
Headquarters	3,405	58.7%	24.6%	16.8%
Field	3,847	54.8%	26.1%	19.1%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
Headquarters	3,405	48.8%	25.4%	25.8%
Field	3,854	46.5%	26.1%	27.4%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
Headquarters	3,406	67.6%	17.4%	15.0%
Field	3,849	65.1%	19.8%	15.1%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
Headquarters	3,404	76.6%	13.2%	10.3%
Field	3,853	76.2%	12.9%	10.9%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
Headquarters	3,416	71.6%	14.0%	14.4%
Field	3,857	72.9%	14.0%	13.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
Headquarters	3,410	73.9%	15.4%	10.8%
Field	3,863	71.3%	16.5%	12.2%

General Services Administration Work Location Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
Headquarters	3,394	97.0%	1.6%	0.8%	0.6%
Field	3,837	92.5%	5.0%	1.2%	1.3%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
Headquarters	3,421	41.5%	43.9%	4.4%	5.8%
Field	3,860	28.0%	38.0%	9.5%	11.7%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
Headquarters	3,421	0.4%	0.3%	1.4%	2.3%
Field	3,860	3.3%	0.6%	3.2%	5.6%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
Headquarters	3,401	68.1%	30.5%	1.3%
Field	3,830	67.2%	30.0%	2.9%

General Services Administration Work Location Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
Headquarters	3,401	18.9%	75.1%	6.0%
Field	3,845	17.1%	68.3%	14.6%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
Headquarters	3,386	12.1%	85.5%	2.4%
Field	3,826	11.6%	83.6%	4.8%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
Headquarters	3,395	3.5%	90.2%	6.3%
Field	3,842	3.0%	83.4%	13.6%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
Headquarters	3,397	2.9%	89.8%	7.3%
Field	3,847	2.2%	84.0%	13.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
Headquarters	3,263	92.5%	3.4%	4.1%	4
Field	3,375	87.6%	6.5%	5.9%	24

**The results for this item only include employees who indicated that they participated in this program.*

General Services Administration Work Location Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
Headquarters	2,278	97.0%	2.1%	0.9%	17
Field	2,550	97.0%	1.9%	1.0%	17

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
Headquarters	596	85.6%	13.3%	1.1%	47
Field	620	85.9%	12.2%	1.9%	63

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
Headquarters	366	84.5%	12.7%	2.9%	68
Field	409	83.3%	14.9%	1.7%	65

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
Headquarters	90	78.8%	21.2%	0.0%	52
Field	100	77.9%	20.9%	1.2%	40

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
Headquarters	75	75.1%	24.9%	0.0%	42
Field	62	76.5%	22.3%	1.2%	40

**The results for this item only include employees who indicated that they participated in this program.*